

Fit for work and workers' compensation

South West WorkCare Forum | Wednesday 30 August, 2023

Tackling complex and sensitive issues in local government workforces

Local governments face a range of challenges when managing their people, avoiding injury and reducing workers' compensation claims. Like many industries, the sector is managing an aging population and an increase in chronic issues such as obesity, heart disease, and mental illness.

Proactive management of employee's fitness for work is more important than ever at all stages of the lifecycle – from interview to end of employment. Individuals and employers both need a clear understanding of the psychological and physical demands of a role to make sure that injuries (and claims) are avoided.

The past few years has seen a steep increase in the cost of workers' compensation claims for the local government sector. Claims are becoming more severe and complex and it's taking an average of 36 days for injured workers to return. Ultimately, on average, outcomes are worsening for both employees and local government employers.

Making a change for better

The South West WorkCare Forum has been developed using LGIS' unique perspective to build capacity to proactively manage fitness for work issues.

Packed with speakers across a range of disciplines the forum will give you an understanding of:

- ✓ What changes to the *Workers' Compensation Act* mean for local government
- ✓ Fit for work – keeping your people healthy and happy
- ✓ People and culture, managing fitness for work
- ✓ Leaning into difficult conversations, practical tips for people leaders
- ✓ Case studies managing return to work
- ✓ The importance of preventative health programs

Event details

This event is a must for all local government leaders, HR, injury management and risk professionals and anyone wanting to improve their understanding of workers' compensation.

Date:	Wednesday 30 August, 2023
Time:	9:15 am to 5:00pm (morning tea, lunch and networking function)
Venue	Dolphin Discovery Centre, Koombana Drive Bunbury
Cost:	Full Day (presentations and workshops) - \$190 (+GST and booking fee) per person
Bookings:	Book online at the LGIS website under Resources>events at www.lgiswa.com.au . For any queries please contact Francesca Murolo at Francesca.Murolo@lgiswa.com.au

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Program

Time	Session
9:00 am	Registrations, networking, tea and coffee
Morning	<p>Welcome</p> <p>New Workers' Compensation Act – what it means for local government <i>Mark Civitella, Partner, Mills Oakley</i> The updated Act has far reaching implications for employers, are you ready to meet your new obligations?</p> <p>Fit for work – keeping your people happy, productive and injury free <i>Dr Richard Kain, Occupational Physician, Corporate Health Simon Murphy, Owner & Director, SMPhysio.</i> What is fitness for work and what does it mean for employers? Why is it important for employers to be aware of pre-existing conditions? Should employers monitor health and wellbeing of staff? How to proactively manage issues to avoid claims?</p> <p>Morning tea</p> <p>Fitness for work – the People and Culture Perspective <i>Vicky Cullen, A/Employee Relations Manager, WALGA and Samantha Maddern, Partner, Mills Oakley.</i> Proactively managing fitness for work can be a minefield for managers and employers. Join the experts from WALGA and Mills Oakley as they look at case studies and explore best practice for to meet legal requirements when managing people to be fit for their role.</p> <p>Leaning in to difficult conversations <i>Anill Goman, People Risk Consultant, LGIS</i> You need to talk to a team member about their fitness for work, how are you going to handle it? Managers need to be equipped to have difficult conversations around sensitive matters. How do you prepare and navigate a conversation with empathy to achieve results?</p>
	Lunch
Afternoon	<p>Panel discussion: navigating fitness for work Join the morning's speakers and LGIS experts to explore fitness for work and how every role contributes to, ask them the difficult questions – they're ready!</p> <ul style="list-style-type: none"> • Dr Richard Kain, Occupational Physician, Corporate Health • Simon Murphy, Physiotherapist & Director, SM Physio • Vicky Cullen, A/Employee Relations Manager, WALGA • Samantha Maddern, Partner, Mills Oakley <p>Hypothetical - How will you manage the case? Join our panel of experts as we manage a hypothetical workers' compensation claim, from when we become aware of an issue, a claim is lodged and then develops. What decisions would you make?</p> <ul style="list-style-type: none"> • Kenneth Rukunga, Partner, Moray & Agnew • James Larkin, WorkCare Services Manager, LGIS • Barry Chaplin, WorkCare Claims Manager, LGIS • Ingrid Hand, Clinical Director, Absolute Balance • Mereesha Gadiagellan, Injury Management Consultant, LGIS <p>Networking sundowner</p>
5:00 pm	Event concludes

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