



Injury Management Policy Statement

Specialised Pipe and Fittings Australia (SPFA) believes that all injuries are preventable through appropriate awareness, instruction, supervision, and personal attention to our duty of care to protect the safety and wellbeing of others.

Where an injury occurs, SPFA is committed to ensuring the injured person is appropriately cared for and can return to work as quickly as possible.

In the event of an injury, SPFA will:

1. Implement early intervention strategies where potential issues are identified,
2. Provide appropriate first aid through the provision of trained First Aid Officers,
3. Where required, ensure the injured person is attended to by a medical professional and appropriate treatment provided,
4. Provide appropriate alternate duties or reduced workloads to facilitate recovery,
5. Engage with the injured person and medical professionals to prepare an Injury Management Plan,
6. Ensure the Injury Management Plan and return to work strategies are implemented and adhered to.

SPFA employees are expected to:

1. Comply with safe operating procedures (SOP) and instructions that are intended to protect them from injury,
2. Report all injuries, illnesses, or incidents as soon as they occur so the appropriate action can be taken,
3. Attend appointments, case conferencing, and assessments as required to manage any injury,
4. Comply with lawful instructions and actively participate in their own Injury Management Plan,
5. Co-operate with reasonable workplace changes designed to assist the rehabilitation of another employee.

The physical and mental health benefits of returning to work as soon as practicable following any injury are well recognised and SPFA will work with the injured worker to return them to pre-injury duties wherever possible.

Jeff Nicholas
Managing Director

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