

DEPARTMENT:	Administration	SUBJECT:	Injured Members Policy V2
Authorised by:	Board of Directors		
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Endorsed by:	Club Council	Date: 09/12/20	Pages: 3

SCOPE

This policy applies to all members of Noosa Heads SLSC. This policy cannot cover all of the many varied scenarios concerning to injured members. The ultimate decision will lie with the Board who will take into consideration the Medical Practitioner's report together with the physical and mental wellbeing of the member. Keeping the connection between the member and the Club as much as is possible, if of the utmost importance.

OBJECTIVES

The objective of this Policy is to provide clear and concise definitions of permissible Club activities for injured Members.

SPECIFICATIONS

1. An approved Life Saving activity is any activity that is deemed to be approved by Surf Life Saving Queensland, Sunshine Coast Branch or Noosa Heads SLSC. Approved activities include the following:
 - a. Patrols
 - b. Life Saving Award training, e.g., Bronze Medallion, IRB, First-Aid, CPR, etc.
 - c. Official Club events or activities, e.g., AGM, Committee Meetings or other event minuted and endorsed by the Board; Noosa Next Wave activities; JAC activities; Club Fitness sessions (gym, yoga, etc.), endorsed Club social events.
 - d. Inter-Club and Inter-Branch carnivals
 - e. SLSQ carnivals
 - f. SLSA carnivals
 - g. Club, Branch or State Surf sports or Life Saving training sessions (with an accredited coach)
 - h. Direct travelling to and from the Club for Club duties (patrols or competitions)

2. The three classifications of injury are:
 - a) SLSQ Workcover Injury
This is an injury sustained by a financial member whilst participating in any approved Lifesaving activity as listed above.

b) Personal Injury

This is an injury sustained outside approved lifesaving activities e.g. an injury sustained at home, at school, doing personal training at the Club for personal, social activities.

c) Work Injury

This is an injury sustained at the members workplace and where Workcover is involved after the injury has occurred. Note: If Workcover is not involved then b) above applies.

POLICY

A. SLSQ WORKCOVER INJURY

1. Under SLSA Member Support Guideline, when Members are injured whilst participating in approved activities, i.e., Workcover injuries, those Members cannot participate in any Club activities whatsoever, including social or personal recreational activities, on Club premises until a full clearance to return to normal duties is given by a Medical Practitioner, and is authorised by Workcover.
2. This includes accessing and using personal equipment which is stored on Club premises.
3. The only exception to this would be in the case where an approved Workcover Return to Work plan includes specific physiotherapy exercises which are to be undertaken in the Club gym.
4. The underlying reasoning is to eliminate the possibility of the Member causing further injury, even if only participating in light duties or social activities, on Club premises or, on patrol.
5. The procedure for reporting a Workcover injury is comprehensively explained in separate SLSA Policy documents

B. PERSONAL INJURY

1. Under Work Health and Safety legislation and the Member Declaration form No. 6, members have an obligation to report to the Club if they have sustained an injury, no matter how or where that injury was sustained.
2. In this situation the Member is permitted to participate in personal social or recreational activities on Club premises, and use some Club facilities such as the toilets, changerooms, showers, kitchen, breezeway and forecourt areas, but not the Gym unless specific physiotherapy exercises have been prescribed and medical documentation presented to the Club.
3. SLSA Policy "Member Support Guidelines July 2018", 1.6.2 Injuries Outside Surf Lifesaving allows for the Club to approve the member to partake in non-Active duties/roles in a limited capacity for the Club e.g. attend Meeting, attend Club social function, help with the BBQ etc. This can only occur after the member has obtained a clearance from a

Medical Practitioner which clearly indicates the duties/roles that are possible for the member. This must then be endorsed by the Board before the member is permitted to take part in these activities.

4. Only under exceptional circumstance will Patrol light duties be permitted. As in 3) above a medical clearance is required followed by endorsement (or not) by the Board. Note: The Board's decision is final.
5. The member's return to full patrolling duties, to training (lifesaving and surf sports) or to surf sports competition will only be permissible when a full clearance to return to normal duties has been given by a Medical Practitioner and submitted to the Club. This application will; be submitted to the Lifesaving Committee who will make a recommendation to the Board.

C. WORK INJURY (Workcover involved)

1. All points in B) apply with the addition that Workcover approval is required together with the Medical Practitioner's clearance form as outlined in 3), 4) and 5).