



# Workers Compensation Policy

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## Scope

Operations Services has established a policy to manage workers compensation which will;

- ensure legislative requirements are met, in each state;
- establish consistency, to the degree possible, across Operations Services, and
- establish an appropriate level of alignment with other BHP operations in the regions Operations Services are operating.

This policy applies to employees of Operations Services who are eligible to receive workers compensation payments in accordance with applicable legislation.

## Insurance Policies

Insurance policies shall be maintained for ACPM Pty Ltd and MCAP Ptd Ltd for each state as follows;

- In New South Wales policies will be maintained as required with Coal Mines Insurance
- In all other states Operations Services will apply the standard BHP self-insurance

## Compensation

Workers suffering a work related injury will receive workers compensation payments for the period of the incapacity (within the meaning of the legislation) or until the expiration of a period of 78 weeks, whichever occurs first, even if Operations Services terminates the employment of the worker within the period.

For the first 39 weeks of the incapacity, a worker is entitled to:

- workers compensation payments in accordance with applicable legislation; and
- if the statutory workers compensation payments are less than 100% of the worker's normal weekly earnings – a top up payment to ensure that the worker receives at least 100% of their normal weekly earnings.

For the next 39 weeks of the incapacity, a worker is entitled to:

- workers compensation payments in accordance with applicable legislation; and
- if the statutory workers compensation payments are less than 85% of the worker's normal weekly earnings - a top up payment to ensure that the worker receives at least 85% of their normal weekly earnings.

If there is a statutory workers compensation entitlement after 78 weeks of incapacity, a worker is entitled to workers compensation payments in accordance with applicable workers compensation legislation.

Normal weekly earnings are the normal weekly earnings of a worker as at the date the worker sustained the injury.

## Document Administration

### Document Ownership

Document Role	Business Role	Name
Author	Manager Asset Systems and Governance	Rebecca Boehm
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### Version Management

Version	Details	Date
1	Initial release	20th December 2019

### References

Term	Link
Workers' Compensation and Rehabilitation Act (Queensland)	<a href="https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027">https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027</a>
Workers' Compensation and Injury Management Act (Western Australia)	<a href="https://www.legislation.wa.gov.au/legislation/statutes.nsf/main_mrtitle_1090_homepage.html">https://www.legislation.wa.gov.au/legislation/statutes.nsf/main_mrtitle_1090_homepage.html</a>
Workers Compensation Act (New South Wales)	<a href="https://www.legislation.nsw.gov.au/#/view/act/1987/70/whole">https://www.legislation.nsw.gov.au/#/view/act/1987/70/whole</a>