

SUBMISSION OF NOEL REA

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Years of service: 9 $\frac{3}{4}$

Postal Transport Officer: Nunawading Transport Hub

I am permanent part-time on a nominal 5 hours 20 minutes per day.

My submission is about the pressure an injured worker is put under not to create a Lost Time Injury regardless of whether you are fit to be at work, whether there are meaningful duties within your capacity or whether you might do further harm to yourself when working while injured. I refer you to point 7 of my submission. I believe the payment of bonuses based partly on a 'Lost Time Injury criteria' leads to this pressure.

I also believe that management do not inform injured workers of their rights under the legislation but bluff them into believing they must attend FNDs and follow FNDs rehab plans. I believe my recovery would have been assisted by a more sensible and humane approach to attendance at work when I was in pain and by following my own doctor's advice.

History of My Injury & Rehab

1. On 11/3/08 when I was lifting a mail bag out of a Street Posting Box (SPB) I felt a tearing across my shoulders. Although the bag was less than 2/3rds full it was extra heavy. I went back to the depot and filled in a P400 and a compensation claim form. I attended my own doctor who put my arm in a sling, gave me light duties and prescribed physiotherapy.
2. I went into work and was sent to the FND, [REDACTED] at North Mitcham who also sent me back to work on restrictions. My supervisor advised that I be treated by an FND. I had a 5 kgs lifting restriction. I was deemed able to drive even though I had only the use of one hand. I was told not to lift above chest height.
3. I received a cortisone injection which had no lasting effect. I was given [REDACTED] [REDACTED] as a Return To Work Co-ordinator.

4. I was given the task of writing out labels for weights on ULDs.
5. I had a graduated return to my nominal hours from 2 hours a day to 5 hours 20 minutes.
6. Australia Post made a Liability Decision on 28 March 2008 accepting liability.
7. After about 2 months I was sent for further investigations by [REDACTED] (when physio wasn't working) to [REDACTED] I was diagnosed as having a frozen shoulder as I had snapped the knuckles together during my accident. I was sent for a second opinion.
8. After another month [REDACTED] performed a manipulation under anaesthetic .
9. As this was not successful, I was given hydradilation. I had a full anaesthetic to receive a manual manipulation under anaesthetic. I had a few days off at this time.
10. The worse time for me was before this operation in June 2008. I felt in so much pain that I couldn't come to work. My Manager, [REDACTED] insisted that I come to work. He told me that all I had to do was 'to come in, sign on and have a cup of coffee and then I would be allowed to go home.' I was not even able to do that. That day I received 5 calls from Australia Post – 2 from [REDACTED] one from the Compensation section and 2 from HR. I believe the HR calls were from [REDACTED] the Hub HR adviser. An FND appointment was made for me for 5.30pm but before I could go there I found it had been cancelled and I had to take the day off on my own sick leave.
11. I eventually substantially recovered. I still have a bit of pain in my right shoulder especially after I do very heavy clearance runs (For example, the heavy duty boards developed for Sundays and Public Holidays.)