



# WHITEHAVEN COAL

Document Owner:	Health Superintendent - Group
Document Approver:	Group Manager WHS
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## WHC-FRM-HEALTH MANAGEMENT PLAN

The purpose of a Health Management Plan (HMP) is to either:

- Identify any early medical review requirements in order to confirm a workers current and ongoing fitness for work; and/or
- Identify and approve any restrictions on an aspect of their normal role requirements.

The HMP should identify the reason for early review, the time this is due and any other controls in place. In the instance where there is a requirement for an early medical review, the worker (and contracting company for contractors) must provide evidence of this review in relation to the stability of their condition and their fitness for work (in a letter/statement from their treating Doctor or Specialist) to WHC and Coal Services (Order 43).

The worker is to sign this plan to acknowledge the shared accountability for adherence to the HMP.

Name of Worker:		
Job Role:		
Site:		
<b>Health Management Plan for (please tick)</b>		
<input type="checkbox"/> Amber Light - restriction?	<input type="checkbox"/> Amber light – ongoing medical monitoring?	<input type="checkbox"/> Other
Summary of Restriction and/ or Summary of the medical condition monitoring requirement (e.g. as detailed on Order 43 Medical Certificate):		
Impact upon worker’s ability to fulfil their role (if applicable):		
Details of Controls implemented:		
Early Medical or Specialist Review Required? <input type="checkbox"/> Yes <input type="checkbox"/> No If Yes, provide details of Medical Review (e.g. Date, Doctor)		

### Sign Off:

	Name and Signature	Date
Worker/Contractor		
WHC Representative (WHS personnel)		
Contract Supervisor (contractors only)		



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#### Guidance for when a Health Management Plan is required

A HMP is not required for every Amber result or early review requirement. Examples of conditions/restrictions that may require a HMP:

- Where the Order 43 result specifies early or ongoing medical review (excluding the requirement for early audiometry or spirometry)
- Any medical condition that does not meet the criteria for unconditional commercial driver's licence e.g. internal implanted devices such as pacemakers, internal cardiac defibrillators
- Epilepsy or other neurological conditions
- Diabetes
- Other endocrine disorders
- Chronic cardiac disease
- Body Mass exceeds safe weight limits for operators
- Musculoskeletal disorders
- Sleep disorders

Examples of amber results that do not require a HMP:

- Early / repeat audiometry
- Early / repeat spirometry
- Requires prescription safety glasses
- Hearing loss unless it does not meet commercial driving standards

Note – these are examples of common conditions and restrictions only. Please contact WHC for further guidance or clarification.

Submit the HMP accompanied by the full Order 43 medical report to [medicals@whitehavencoal.com.au](mailto:medicals@whitehavencoal.com.au) for review.

Once the HMP has been approved, if required for an induction submit the signed HMP and full Order 43 Medical report to Pegasus.