



WHITEHAVEN COAL

Document Owner:	Health Superintendent - Group
Document Approver:	Group Manager WHS
Revision Period:	5 Year
Issue:	7.0
Last Revision Date:	3/09/2019

WHC-FRM-HEALTH MANAGEMENT PLAN

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

- Summarise a worker's health issues and responsibilities for ongoing monitoring, early medical review, treatment and management of these issues to control the associated safety risk in the workplace, ensuring ongoing fitness for work, or
- Identify and approve any related restrictions on an aspect of a workers' normal role.

In the instance where there is a requirement for an early medical review, the worker (and contracting company for contractors) must provide the results of this review in relation to their fitness for work (in a letter/statement from their treating Doctor or Specialist) to WHC and Coal Services (Order 43). In cases where a restriction applies, approval from the relevant GM is required.

The worker is to sign this plan to acknowledge the shared accountability and inform WHC of any changes in treatment or other controls that may influence your fitness for work or alter this plan.

Name:	Date of Birth:
Role:	Site:
HMP review date:	HMP No:

Detail of HMP

Health condition/s and hazards (e.g. Diabetes, Blood Pressure)	
Detailed requirements of worker e.g. type of review, follow up appointment with specialist, restrictions:	
Is a RTW Plan required? (e.g. if worker has injury/illness). Consult with WHC WHS Department.	<input type="checkbox"/> YES – please attach – for GM approval <input type="checkbox"/> NO

HMP Review Period

1 month	<input type="checkbox"/>	3 months	<input type="checkbox"/>
6 months	<input type="checkbox"/>	12 months	<input type="checkbox"/>
Other:	<input type="checkbox"/>	Specify:	

Additional Comments / Information:

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Sign Off

	Name and Signature	Date
Worker		
WHC Representative (WHS personnel only)		
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 / high cardiovascular risk / blood pressure management
- Body Mass exceeds safe weight limits for operators / weight management
- 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.

If restrictions are required, escalation to the relevant GM is required.

Submit the HMP accompanied by the **full Order 43** medical report to 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.