

Human Resources / Industrial Relations Legal Hotline Outline

The HR/IR Legal Hotline provides you access to legal experts who understand these issues. With your permission, Vero can brief the legal experts on the workers compensation claim background to assist them in providing you effective and balanced legal advice and an understanding of all the risks associated with the matter.

In general terms, the service can provide you with advice on:

- Rights and obligations related to termination of employment of an employee who is injured in the workplace
- Understanding what 'reasonable accommodation' means in terms of obligations to support return to work programs
- The relationship between your obligations under Workers Compensation Laws and Industrial Relations Laws
- The relationship between Employee Equal Opportunities Law and Occupational Health & Safety Law when considering pre-employment 'fitness for duty' assessment

How does the HR/IR Legal Hotline work?

1. Contact your Vero Case Management Coordinator and indicate you want advice from our Legal Hotline
2. The Case Management Coordinator will discuss the nature of the advice you are seeking and refer the matter to the most suitable legal expert
3. The legal expert will contact you and discuss how they can assist.

The scope of the service covers the initial advice provided via phone. Complex matters may require additional analysis and advice. If this is necessary, you can engage the legal expert at Vero preferred rates to assist you.