

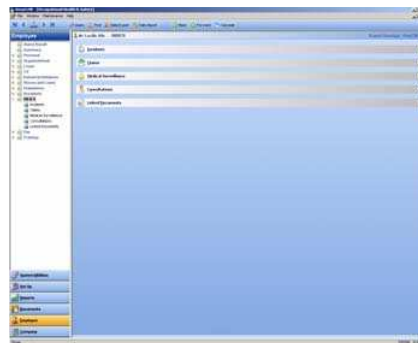


Occupational Health & Safety

Ensuring workplace health and safety is a fundamental duty for all organisations and their employees. It is best achieved if organisations implement a structured approach to identify hazards, record incidents and claims and identify risks.

Absalom's Occupational Health and Safety (OHS) module offers the following features:

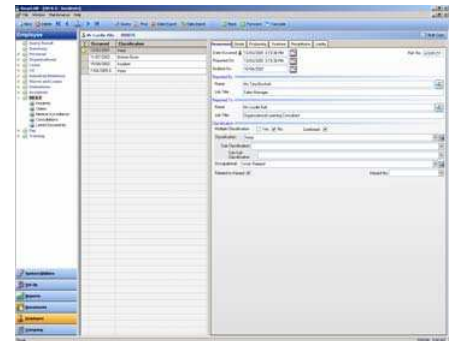
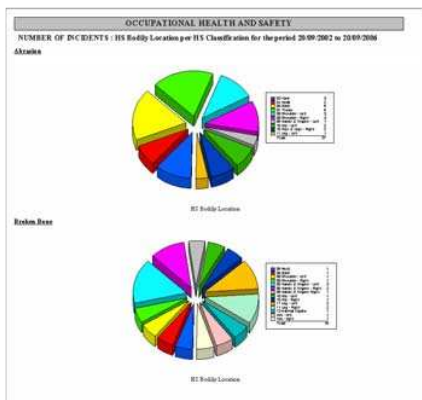
- Records of accidents and injuries
- Records of incidences of disease
- Justification for lost time and other productivity issues
- Detailed categorisation of injuries and accidents abiding by Workman's Compensation rules
- Management of treatment and preventative action
- Tools to assist in programming and planning of workplace safety effectiveness



The ABSALOM Smart HR solution for OH&S is further supported by a comprehensive analysis of:

- Claims by divisions categorised by body parts affected
- Total claims by grade bands over defined periods
- Outstanding claims
- Losses incurred including time and productivity
- Existing and potential hazards in the work environment
- Incidents including near miss incidents, injury, illness and other occurrences as they occur in the work environment

- Monitoring of medical surveillance testing
- Monitoring rehabilitation and referrals
- Reports on hazard identification and associated medical risks
- Records of health care consultations
- Comprehensive claim management including:
 - Claim expense accounting
 - Claim monitoring
 - Cost evaluation
 - Refund reconciliations

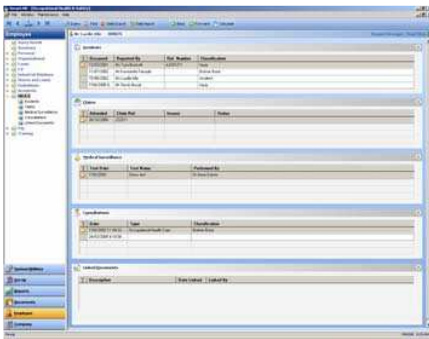




- Multiple claims per employee
- Injury types, previous injuries and related workplace areas
- Full time employees and part time contractors
- Short term and long term redeployment of employees
- All medical expenses and doctors' certificates

The ABSALOM SMART HR's OH&S solution aims to address:

- Employer's responsibilities for safety at work
- Positive Performance Indicators: Measuring Safety, Rehabilitation and Compensation Performance
- Cultivating safe and productive workplaces
- Managing Change to avoid negative Health and Safety outcomes
- Quality of Working Life Strategy
- The Development of Actions Plan to Improve Health and Productivity
- Identifying hazards in the workplace
- The principles of Effective OH&S Risk Management



Absalom's OH&S solution also provides an electronic (EDI) link for transferring claims information to Work Cover. This electronic link is also an efficient means of receiving processed information from Work Cover eliminating the need to re-enter the data manually.

The ABSALOM Smart HR's OH&S reporting therefore contains the most up-to-date information from Work Cover and facilitates quality monitoring and management follow-up actions.

