



1.0 Purpose

The Group is committed to fulfilling its requirements outlined in the Workers Compensation /Return to Work Legislation. This policy exists to ensure that methods are established for providing for an injured workers prompt return to work within the legislated framework of the act and to ensure that injured workers are kept fully informed of their rights and obligations throughout the rehabilitation process.

2.0 Scope

This Policy applies to all employees of The Group

3.0 Statement

The Group is committed to injury management and rehabilitation and will aim to;

- Return an injured employee to work as soon as possible (subject to medical opinion).
- Commence the occupational rehabilitation process as soon as possible after a workplace injury.
- Provide early access to rehabilitation services (rehabilitation providers) for employees who require them.
- Maintaining the confidentiality of rehabilitation records.
- Provide suitable duties/employment as

outlined in the workers compensation /return to work legislation to all employees whenever possible.

- Assist injured employees in returning to work in a safe and proper manner.
- Consult with our employees and the industrial union if they are represented to ensure that the company's return to work program operates effectively.

To ensure that participation in the injury management and/or return to work program will not prejudice an injured worker's rights. It is the company's policy to fully inform them of their rights and obligations in relation to:

- Their right of choice of nominated rehabilitation provider.
- Access to interpreter services where appropriate.
- Their right not to be dismissed within the legislated time frame of an injury/illness, solely or principally due to that injury/illness
- Their participation in a return to work program, which will not of itself, prejudice an employee in either job security, promotion or workers compensation benefits.
- Their non-participation in an injury management plan or return to work program which may result in suspension or reduction of weekly benefits.
- Their right of choice of a treating doctor who is willing to participate in the development of, and in the arrangements under an injury management plan.

4.0 Related Documents

This policy is to be implemented into the workplace and guided by the injury management and RTW program relevant to each of the respective states (refer to the specific state Injury Management and Return to work Program-0139).

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Approved by	Group MD	Related Document(s)	NA
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