

Injury Management Policy

Rehabilitation/Return to Work

Definition

Rehabilitation may be defined as “the restoration of a person suffering occupational ill health or injury to the fullest physical, mental, social, vocational and economic usefulness of which he or she is capable”.

Objectives

1. To provide support and facilities to injured workers to ensure a return to work that is as appropriate as possible with consideration for the worker’s condition and the safety of the workers and others.
2. To ensure that the duties selected to facilitate a graded return to optimal function provide a meaningful and satisfying participation in STAFF AUSTRALIA PTY LTD operations.
3. To co-ordinate and liaise with the providers of medical, Para-medical and rehabilitation services in order to monitor progress toward resumption of normal duties.

Commitment

1. Preventing injury and illness by providing a safe and healthy work environment. This commitment is covered under our Workplace Health & Safety Policy.
2. Ensuring that the workplace rehabilitation process is commenced as soon as possible after an injury/work related illness consistent with advice of the treating medical practitioner, and as per legislative requirements.
3. Ensuring that return to work as soon as possible by an injured worker is a normal practice and expectation.
4. Consulting with workers to ensure that our rehabilitation programs operate effectively.
5. Ensuring that workers participating in a rehabilitation program are fairly treated by other field staff workers and internal Staff Australia workers, and are provided with equal resources and facilities.
6. Providing an opportunity for an injured worker to participate in early return to work programs performing those duties within Staff Australia Pty Ltd field of operations which are suitable to that worker’s current medical condition. It should be noted that STAFF AUSTRALIA PTY LTD cannot undertake to create special employment categories or operations to facilitate rehabilitation.
7. Continually striving to provide more effective and efficient rehabilitation services to injured workers by keeping abreast of current developments in industry, and by monitoring and benchmarking performance.

Rehabilitee Responsibilities include:

- communicating regularly with their Staff Australia Workcover/Return to Work Coordinator about all issues relating to your injury
- taking an active part in your rehabilitation.

Injury Management Policy *cont'd*

Workers Compensation Claims

STAFF AUSTRALIA PTY LTD recognises both its legal obligations and the mutual benefits arising from fair and equitable workers compensation claims management practices.

In order to ensure fair and equitable workers compensation claims management practices, STAFF AUSTRALIA PTY LTD is committed to providing appropriate resources, maintaining confidentiality of records and ensuring all possible steps are taken to maximise the benefit arising from best practice claims management on the organisation and the individual. Claims management practices will be reviewed periodically to ensure they are kept up to date with latest developments and the performance will be monitored and benchmarked.