

Perfect Contracting Pty Ltd

Integrated Management System Policy

IMS.11 – RETURN TO WORK POLICY

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Return To Work Policy

Under Occupational Health and Safety and Workers Compensation legislation, an employer is required to establish a workplace return to work program that is consistent with the insurers 'Injury Management Program' to assist injured workers return to work.

Occupational rehabilitation aims to provide an early and safe return to work for workers suffering from the work-related injury or illness by using the workplace itself as a vital part of the rehabilitation process.

Perfect Contracting is committed to the rehabilitation of injured workers if a workplace incident was to occur. The company aims to manage the process of rehabilitation in the workplace to ensure that all injured workers have the opportunity to recover and return to work by:

- Ensuring that a return to work as soon as possible is a normal practice and expectation;
- Ensuring early access to rehabilitation services, e.g. accredited rehabilitation providers for all who need them;
- Providing suitable duties for an injured worker as an integral part of the rehabilitation process;
- Consulting with workers and where applicable any industrial union representing them to ensure that the rehabilitation program operates smoothly and effectively;
- Informing workers of their rights in relation to a worker's compensation claim including the choice of doctor accredited rehabilitation provider;
- Providing access to interpreter services;
- Ensuring that participation in a return to work plan will not of itself prejudice an injured worker;
- Ensuring no dismissal within the legislatively prohibited period of the injury occurring, solely or principally because of that injury.



Signed:
(Luke Hamblin, General Manager)

Date: 01/12/2020