RETURN TO WORK POLICY

Policy, procedure protocol	Return to Work
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Review due date	This policy will be reviewed at the time of any relevant legislative changes, or may be reviewed at a minimum, every two years.
Date revoked	
Documents superseded	Nil
Related Documents	Work Health & Safety Act 2011 Work Health & Safety Regulation 2011 Workplace Injury Management & Workers' Compensation Act 1998 Workers' Compensation Act 1987 Safe Work Australia – Worker Representation and Participation Guide
Relevant delegations	
Responsible Directorate	HR
Responsible officer	HR manager

Objective

To implement practices and procedures to ensure a healthy and a safe working environment and assist injured employees to return to full health and normal duties as quickly and safely as possible.

Scope

All employees of Brewarrina Shire Council

Policy

1. Prevention of Occupational Injuries and Illness

Brewarrina Shire Council is committed to preventing injury and illness through providing a safe and healthy working environment.

2. Return-To-Work Program

Brewarrina Shire Council has, through consultation and agreement with employees, developed a Return to Work Program for the management of workers who are injured at work. The Program allows employees to be aware of their rights and responsibilities and the procedures that are followed once a workplace injury occurs. The Program forms part of the operating procedures of Council and is consistent with State Cover's Injury Management Program**.**

3. Consultation with Workers and, Where Applicable, Unions

This Return to Work Program was developed in consultation with employees and management and allows employees to understand the process that takes place when they are injured at work. Brewarrina Shire Council is committed to consulting with employees, and their union representatives (where requested), on all phases of injury management. Employees will be regularly informed of their rights and responsibilities and Council's policies and procedures in relation to injury management.

4. Early Commencement of Injury Management and Early Return to Work

Brewarrina Shire Council is committed to ensuring that an early return to work by an injured worker is a normal practice and expectation.

5. Provision of Suitable Duties

In order to assist injured workers to return to work in a timely and safe manner Brewarrina Shire Council offers suitable duties following a workplace injury. The Return to Work Coordinator will be responsible for liaising with relevant parties to determine suitable duties tailored for individual workers.

6. Return to Work not to Disadvantage Injured Workers

Brewarrina Shire Council is committed to ensuring that participation in a Return-to-Work plan will not, of itself, disadvantage an injured worker. All efforts will be made to resolve disagreements about the Return to Work Program, or its components, through discussion and co-operation.

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Work Health & Safety Regulation 2011
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Safe Work Australia – Worker Representation and Participation Guide