



Gladstone Regional Council

Council Policy

Title	REHABILITATION AND RETURN TO WORK
Policy Number	P-2017-29
Responsible Directorate	OFFICE OF THE CEO
Responsible Officer	OHS COORDINATOR
Date of Adoption	4 JULY 2017
Resolution Number	G/17/3102
Date Review Due	4 JULY 2020

1.0 PURPOSE:

The purpose of the Rehabilitation and Return to Work Policy is to demonstrate that Gladstone Regional Council shall comply with the provisions outlined within the Workers Compensation and Rehabilitation Act 2003.

2.0 SCOPE:

All workers of Gladstone Regional Council as defined under s11 of the *Workers Compensation and Rehabilitation Act 2003*.

3.0 RELATED LEGISLATION:

- Workers Compensation and Rehabilitation Act 2003;
- Workers Compensation and Rehabilitation Regulation 2014.

4.0 RELATED DOCUMENTS:

- Corporate Standard - Early Treatment and Administrative Processes for Work Related Injuries;
- Corporate Standard - Evaluating Return to Work Outcomes;
- Corporate Standard - Implementing and Managing the Return to Work Plan;
- Corporate Standard - Planning for Return to Work;
- Corporate Standard - Medical Assessments;
- Corporate Standard - Reasonable Adjustment for Rehabilitation and Return to Work;
- Corporate Standard - Rehabilitation and Injury Management;
- Corporate Standard - Workplace Rehabilitation and Return to Work;
- Corporate Standard - Workers Compensation Review and Appeals;
- Corporate Standard - Workers Compensation Insurance and Employee Entitlements.

5.0 DEFINITIONS:

"Worker" means a worker as defined in accordance with s11 of the *Workers Compensation and Rehabilitation Act 2003* who is directly engaged by Gladstone Regional Council.

6.0 POLICY STATEMENT:

6.1 Aim

Gladstone Regional Council aims to ensure that Workplace Rehabilitation is integrated into all our management systems and core operations so that timely return to work of injured Workers becomes an integral part of our organisational culture.

6.2 Commitment

Gladstone Regional Council is committed to ensuring a safe, supportive, protective and healthy working environment for Workers who may be affected by the conduct of our activities. Council recognises its responsibility to provide a safe and healthy work environment and will achieve this by:

- Fostering a culture of early intervention and workplace rehabilitation in the event of injury or illness, including non-work related conditions;
- Implementing a rehabilitation process that supports all ill or injured Workers timely, safe and sustainable return to work;
- Ensure that Workers participating in the rehabilitation process are treated with confidentiality, respect and equity.

6.3 Principles

The principles of Workplace Rehabilitation and Return to Work are:

- **REHABILITATION:** Commits to consistent support of workplace rehabilitation and return to work programs for all Workers in the event of injury or illness, including non-work related conditions, where reasonably practicable.
- **RIGHTS:** Commits Council to comply with legislative obligations associated with workers' compensation rehabilitation cases, in conjunction with the workers' compensation insurer.
- **INFORMATION:** Commits to informing Council Workers and management of their responsibilities associated with the rehabilitation and return to work process.
- **FAIRNESS:** Commits to providing injured or ill Workers with agreed duties that are consistent with the Workers capabilities.
- **CONSISTENCY:** Commits to following the return to work hierarchy where, subject to medical advice, a return to the same (pre-injury) job with the same employer is the primary goal.
- **SUPPORT:** Commits all parties to work together to achieve durable return to work outcomes for injured or ill Workers.

- **CONFIDENTIALITY:** Commits to maintaining confidentiality of rehabilitation information relating to Workers.

6.3 Responsibilities

It is the responsibility of every Council Worker to fulfil their Rehabilitation responsibility by:

- Participating in workplace rehabilitation to ensure a safe and timely return to work;
- Comply with policy/s and corporate standards provided for Workplace Rehabilitation and Return to Work.

7.0 ATTACHMENTS:

Nil

8.0 REVIEW TRIGGER:

This policy will be reviewed when any of the following occur:

1. The related legislation/documents are amended or replaced.
2. Other circumstances as determined from time to time by a resolution of Council.
3. Periodic Review –3 years from date of adoption.

TABLE OF AMENDMENTS		
Originally Adopted	3 SEPTEMBER 2013	G/13/1704 (formerly P-2013/5)
Amendment 1	18 AUGUST 2015	G/15/2516
Amendment 2	4 JULY 2017	G/17/3102
Amendment 2	<INSERT DATE COUNCIL MEETING>	<INSERT RESOLUTION NUMBER>

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CALE DENDLE
ACTING CHIEF EXECUTIVE OFFICER