

	<b>CENTRAL HIGHLANDS REGIONAL COUNCIL POLICY</b>	
	Workplace Rehabilitation	<b>POLICY REF NO</b> CHRCP: 0028

## 1.0 Policy Purpose

- 1.1 This policy recognises council's commitment to supporting workplace rehabilitation and a safe working environment across the entire organisation.
- 1.2 This policy applies to all workers of council as defined under section 11 of the *Workers' Compensation and Rehabilitation Act 2003* (Qld) and are referred to in this policy as council's 'people' or 'person'.

## 2.0 Policy Statement

- 2.1 Council believes all incidents are preventable and is committed to maintaining a healthy and safe work environment for our staff, contractors/consultants, community members and visitors. All levels of management within council will ensure the health and safety outcomes are managed in a proactive manner. All council staff will ensure the continuous improvement aimed at eliminating work-related injury and illness across the entire organisation.
- 2.2 Council recognises that helping our people to stay at work or make an early and safe return after an injury/illness minimises the impact on our people and their families. Council supports our injured/ill people by having a system of workplace rehabilitation and providing suitable duties during recovery, irrespective of the person's entitlement to compensation.
- 2.3 Council expects that all injured/ill people will return to work on suitable duties as soon as it is medically safe to do so. It is expected that all levels of the organisation will support injured/ill people throughout the rehabilitation process.
- 2.4 To ensure that council meets its legislative and moral obligations council is committed to:
- 2.4.1 providing a safe, supportive, protective and healthy working environment;
  - 2.4.2 encouraging the early reporting of injuries/illness;
  - 2.4.3 ensuring the rehabilitation process is goal focused and commences as soon as possible following injury/illness;
  - 2.4.4 ensuring that a suitable duties program is developed in consultation with the injured/ill person and their supervisor and management staff;
  - 2.4.5 ensuring the treating doctor's approval is sought throughout the rehabilitation process;
  - 2.4.6 respecting the confidentiality of our people's medical and rehabilitation information;
  - 2.4.7 reviewing our workplace rehabilitation policy and procedures at least every three years.

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Adoption Date: 15 June 2022	Amended Date:	Document Name: Workplace Rehabilitation Policy
Revokes:	Review Date:	Page 1 of 2
Version: 2		

<b>Strategic Link</b>	<i>Workers' Compensation and Rehabilitation Act 2003 (Qld)</i> Workers' Compensation and Rehabilitation Regulation 2014 (Qld) Safety and Wellness Management Plan 2018-2022
<b>Category</b>	Safety and Wellness
<b>Lead Business Unit</b>	Safety and Wellness
<b>Public Consultation</b>	<b>No</b>
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<b>Next Review Due</b>	
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<b>Record Keeping</b>	ECM, Vine and Council website
<b>Related Documents</b>	Return to work and Injury Management Procedure

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Version: 2		