

3 WORKPLACE INJURY MANAGEMENT AND RETURN TO WORK POLICY STATEMENT

Robert Menzies College is committed to maintaining a healthy and safe workplace by actively preventing illness and injury. Should an employee experience an injury or illness, we are dedicated to providing structured, supportive injury management that enables a safe, productive, and timely return to work. This policy aligns with the requirements of the *Workplace Injury Management and Workers Compensation Act 1998 (NSW)* and the *Work Health and Safety Act 2011 (NSW)*.

The purpose of this policy is to provide a framework for a coordinated and integrated approach to workplace injury management and return to work. We recognise that management and workers share a social and economic interest in promoting recovery and facilitating a safe return to work.

Across all of our operations, we will:

- develop and implement a return to work program in consultation with employees
- contact the injured employee as soon as practicable after the injury
- ensure that returning to work as soon as possible is the normal expectation, with an injury management plan created where required
- guarantee that participation in a return to work program does not disadvantage employees in any way
- provide access to accredited rehabilitation providers, where required, to ensure the provision of quality rehabilitation services. An employee may also choose their own rehabilitation provider
- consult with employees and their representatives regarding the rehabilitation and return to work arrangements
- cooperate with any reporting and rehabilitation requirements, and
- appointing a workplace-based Return to Work Coordinator or Recovery at Work Co-ordinator where required.

Responsibilities

- Management will provide resources, leadership, and ensure compliance with relevant legislation.
- Return to Work Coordinator will facilitate communication, planning, and implementation of return to work programs.
- Employees must actively participate in injury management and rehabilitation programs to support recovery.



Peter Davis
Principal/CEO

on behalf of **Robert Menzies College**

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