



# Workers' Compensation and Rehabilitation Policy

<b>Responsible Manager</b>	Head of People and Wellbeing
<b>Head of power</b>	<i>Workers' Compensation and Rehabilitation Act 2003 (QLD)</i> <i>Workers' Compensation and Rehabilitation Regulation 2014 (QLD)</i>
<b>Authorised by</b>	Council
<b>Authorised on</b>	24 May 2021
<b>Implemented from</b>	1 June 2021
<b>Last reviewed</b>	May 2017
<b>Review history</b>	2012, 2013, 2104, 2015, 2016, 2017, 2021
<b>To be reviewed on</b>	March 2024
<b>Corporate Plan</b>	People, Sustainability and Prosperity

## **1. Purpose**

Torres Strait Island Regional Council (Council) has an obligation to provide workplace rehabilitation to its employees which meets legislation.

Council is committed to ensuring the health, safety and wellbeing of all its employees and will provide workplace rehabilitation for all employees whose ability to carry out their duties is affected by any physical and/or physical, work related or non-work-related injury or illness. This Policy and its associated Procedure provides a framework for the provisions of workplace rehabilitation.

## **2. Application**

This policy applies to all Council employees and Councillors.

## **3. Legislation**

This policy is established with reference to obligations specified in the *Workers' Compensation and Rehabilitation Act 2003* and the *Workers' Compensation and Rehabilitation Regulation 2014*.

## **4. Policy Statement**

Council recognises that early intervention and early return to work programs offer substantial benefits to both the injured/ill employees and the organisation. The goal of workplace rehabilitation is the earliest possible safe return to work for an injured/ill employee to their pre-injury/illness position. Where possible, workplace rehabilitation aims to maintain the injured/ill employee at work without time off.

- a) Council is committed to ensuring that employees receive adequate and appropriate compensation and rehabilitation for work related injuries and illnesses. This commitment includes compliance with the *Workers' Compensation and Rehabilitation Act 2003* and the *Workers' Compensation and Rehabilitation Regulation 2014*.
- b) Council is committed to helping its people to return to full and gainful employment following injury or illness. Council is dedicated to providing a rehabilitation program which is continuously reviewed and monitored to improve injury management activities.
- c) Where time off work is required, the aim is to ensure a return to work occurs as soon as medically advisable. Within realistic time frames, workplace rehabilitation is actively facilitated to:
  - maintain injured or ill employees at work;
  - ensure the employee's earliest possible return to work;
  - maximise the employee's independent functioning; and
  - achieve sustainable and durable return to work goals.
- d) In developing injury management plans, together with injured employees, consideration will be given to individual circumstances in line with the "whole of life" approach. Council will provide an environment that will enrich the safety, health and wellbeing of its people and actively encourage employees' early return to work from injury.

f) In meeting this commitment Council aims to:

- prevent workplace injuries and illnesses by providing a safe and healthy working environment;
- recognise and complement other organisational policies and procedures where relevant;
- provide early reporting systems and intervention procedures that will enable injured employees to stay at work or return to work as soon as medically appropriate;
- facilitate the durable return to work of employees by assisting with the safe and early integration back into the workplace;
- advise employees of their rights and responsibilities for injury management;
- facilitate participation in an injury or illness management program appropriate to an injured or ill employee's medical recovery;
- provide employees with relevant information about injury management including their rehabilitation rights and obligations;
- consult with employees and/or their representatives;
- maintain confidentiality of personal information in accordance with applicable legislation;
- Manage claims in an equitable, timely and efficient manner, consistent with applicable legislation and self-insurance requirements;
- Comply with applicable injury management and rehabilitation legislation;
- Engage appropriately qualified experts, both internally and externally to assist in the management of injury; and
- Ensure that injured/ill employees are not disadvantaged by participating in workplace rehabilitation.

Council provides relevant workers' compensation cover for staff members in their respective State. Worker's compensation and workplace rehabilitation will be provided as per the respective State's legislation.

Manager Responsible for Review:

Head of People and Wellbeing



Adopted: 24/05/2021

Due for revision: 30/03/2024

David Baldwin

Acting Chief Executive Officer