



Policy Title: **CORPORATE REHABILITATION POLICY**

Policy Type: **HUMAN RESOURCES**
 (Statutory, Financial, Administrative, Human Resources)

Policy Number: **HR009**

Approved by Council	Last Review	Current Review	Next Review
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Implementation Department		Officer Position	
Corporate Services		Human Resources Manager	
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1. Policy Background

Aurukun Shire Council is a member of the Queensland Local Government Workers' Compensation Self Insurance Scheme, Local Government Workcare.

This policy outlines the Scheme Members' commitment to providing an effective workplace-based rehabilitation system available to all its employees. As a minimum standard, the workplace-based strategies are in accordance with the Local Government Workcare Corporate Rehabilitation Procedures.

2. Policy Provisions

Local Government Workcare is an Accredited Return to Work Program provider and is responsible for the management of workers' compensation claims for employees of this organisation and is committed to providing best practice services in Claims Management, Injury Prevention and Management and Workplace Health and Safety Risk Management to Scheme Members and their employees.

Local Government Workcare supports the initiatives implemented by Scheme Members aimed at providing a safe work environment and in recognition of the value of their employees, implementing an effective workplace-based rehabilitation system to proactively assist in the recovery and return to work of those employees who have sustained an injury or illness

3. Policy Process

The Council is committed to the rehabilitation process which will be goal focussed and will commence as soon as possible following injury. In consultation with the injured employee, a rehabilitation and return to work plan will be developed and the goal will be to assist the employee to remain at work, return to pre-injury duties, or if a return to pre-injury duties is not possible, assistance will be provided in seeking new employment.

To facilitate this process, Scheme Members engage the services of an appropriately qualified Rehabilitation and Return to Work Coordinator. The role of the Rehabilitation and Return to Work Coordinator is to coordinate the process and ensure all employees have access to the workplace-based rehabilitation system. A team approach will be used, with cooperation, consultation and confidentiality being key requirements for all involved in the process.

The treating doctor's approval will be sought throughout the rehabilitation process. A key element of the workplace-based rehabilitation system is the provision of suitable duties to assist the employee's return to pre-injury duties in a safe and supportive environment.

It is expected that all the workplace, management, supervisors, injured workers and their co-workers will be supportive of and committed to the rehabilitation process.

To ensure ongoing effectiveness and in accordance with the *Worker's Compensation and Rehabilitation Act 2003* and the *Workers' Compensation and Rehabilitation Regulation 2014* the Local Government Workcare Corporate Rehabilitation Policy and Procedures and the outcomes of rehabilitation programs will be monitored by Local Government Workcare and reported to the Workers' Compensation Regulator as required.

4. Related Documents

Local Government Workcare Corporate Rehabilitation Policy – 13 October 2011