

OCCUPATIONAL REHABILITATION POLICY

POLICY

Oceania Healthcare is committed to providing to any employee who incurs a work related injury or illness the necessary support to enable the employee to safely remain at work, or return to work as soon as possible.

APPLICATION

This policy applies to all Oceania Healthcare employees.

This policy supersedes in its entirety all previous Occupational Rehabilitation and Injury Management Policies.

GUIDELINES TO SUPPORT THIS POLICY

To facilitate this commitment Oceania Healthcare will:

- Provide to an injured employee suitable employment including modified or alternative duties.
- Ensure that treatment, return to work activities and appropriate occupational rehabilitation services begin as soon as possible, subject to medical advice.
- Establish an individual return to work plan for an employee who has been medically certified as unfit for work as a result of a workplace injury or illness. This plan will be developed in consultation with the injured employee and their treating practitioner.

OCEANIA HEALTHCARE IS FURTHER COMMITTED TO:

- Maintaining confidentiality of an employee's information obtained during the return to work process or while undertaking occupational rehabilitation services.
- Ensuring that participation in a return to work plan will not, of itself, prejudice any injured employee.

CONSULTATION

The return to work plans will be developed and reviewed in consultation with nominated parties.



Earl Gasparich
Chief Executive Officer

Date: December 2020

