

REHABILITATION AND RETURN TO WORK POLICY

Data#3

Overview

Data#3 recognises that there are substantial benefits to be gained from rehabilitation principles and practices, and is committed to implementing them throughout the organisation. We recognise that respective state legislature regarding Workers' Compensation is integral in providing a framework for supporting workplace rehabilitation and return to work activities.

Experience has shown that workplace rehabilitation assists the healing process and helps restore the worker's normal function sooner. Workplace rehabilitation includes early provision of timely and adequate services, including suitable duties programs, and aims to:

- maintain injured or ill workers at work or
- ensure the worker's earliest possible return to work or
- maximise the worker's independent functioning and
- provide for durable employment.

This policy has been developed as a joint worker – management agreement.

Our Commitment

Data#3 is committed to:

- Providing a safe and healthy work environment and, in the event of an injury or illness, making sure workplace rehabilitation is started as soon as possible in accordance with medical advice.
- Ensuring appropriate suitable duties are made available to injured or ill workers to facilitate their safe and early return to work. These duties must be consistent with the current medical certificate and will be time limited.
- Respecting the confidential nature of medical and rehabilitation information and ensuring there will be both verbal and written confidentiality.
- Promoting a supportive and compassionate culture in the workplace to facilitate the effective return to work of injured and ill workers.
- Complying with legislative obligations with respect to the standard of rehabilitation.
- Adopting a multidisciplinary approach for rehabilitation as required.
- Reviewing this policy and associated procedures at least every three years to ensure they continue to meet legislative requirements and the needs of all parties.

Laurence Baynham

Chief Executive Officer, Data#3 Limited

