

Worker's Rehabilitation



Amd Date 14/05/09

Policy Statement

Stanwell Corporation (Stanwell) will provide rehabilitation to employees with work-related related illness/injury and the opportunity to participate in non-work related rehabilitation. Stanwell will proactively manage health and safety in the workplace by promoting the early recovery of employees who have an injury or illness through an accredited employee rehabilitation program.

Scope

This policy applies to Stanwell employees and where Stanwell is the host employer.

Objectives

- Provision of a safe and healthy work environment, but in the event of illness/injury, to ensure workplace rehabilitation is started as soon as possible in accordance with medical advice.
- Rehabilitation is mutually beneficial to both the employee and Stanwell.
- Employees will not be disadvantaged by participating in rehabilitation.
- A rehabilitation system that meets and complies with statutory obligations and expectations.

Policy Outline

SCL will:

- Promote workplace rehabilitation as a normal expectation for employees who sustain an injury/illness in the course of their employment;
- Endeavour to provide appropriate suitable duties to injured/ill employees to facilitate their safe and early return to work. These duties must be medically approved and time limited;
- Consider the physical, psychological, family/social, and work elements of the injured employee's life;
- Ensure employees are consulted in the development of a rehabilitation and return to work plan;
- Ensure information obtained during rehabilitation is treated with appropriate sensitivity and confidence.

Responsibilities

General Managers/Managers/Site Managers

Are responsible for:

- Ensuring this Policy and site Worker's Rehabilitation and Compensation Procedure are communicated, supported and implemented;
- Ensuring a Rehabilitation and Return to Work Coordinator is appointed where required by legislation;
- Complying with the requirements of the insurer.

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+ + Rehabilitation and Return to Work Coordinators

Are responsible for:

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 - Informing employees about the Rehabilitation Policy and site Procedure.
 - The overall coordination of rehabilitation cases;
 - Liaising with stakeholders;
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 - Developing suitable duties plans;
 - Monitoring the effectiveness of rehabilitation.

Employees

Are responsible for:

- Reporting workplace injuries/illnesses and participating in work-related rehabilitation;
- Supporting this Policy and the Workers' Rehabilitation and Compensation Corporatesite Procedure and providing support to employees who are being rehabilitated;
- Ensuring information disclosed to them about an injured employee's rehabilitation is treated with appropriate sensitivity and confidence.

Communication Plan

All employees are to be provided with information regarding worker's rehabilitation and compensation as part of their site induction.

Review

The Board is responsible for approving all policies. At the 22 April 2009 Board Meeting, the Board delegated authority to the Chief Executive Officer to review and amend this Policy (where required).

This Policy will be reviewed by the Chief Executive Officer at least every three years.

Links and References

CS Energy: Procedure for Workplace Rehabilitation & WorkCover Claims CS-OHS-4
Tarong Energy: OHS-PROC-500 Program for Workplace Regulation
Stanwell: HBRIDPRO - #55917 Worker's Rehabilitation and Compensation

All relevant current certified industrial agreements for grievance procedures.

Workers' Compensation and Rehabilitation Act 2003
Workers' Compensation and Rehabilitation Regulation 2003

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