

Occupational Rehabilitation and Return to Work Policy Tasmania

The Uniting Church in Australia, Synod of Victoria and Tasmania (the Synod) (UCA) is committed to the prevention of occupational injury and illness by providing, so far as is reasonably practicable, a safe and healthy workplace for all of its employees, residents, clients, visitors, contractors and volunteers.

UCA recognises that sometimes, despite the best endeavours by the organisation, injuries and illnesses will occur and UCA accepts its obligation to make all practicable efforts to assist employees to stay at work and return to work if injured or ill as a result of their employment.

Therefore UCA will, wherever possible, ensure that all of the processes of occupational rehabilitation are commenced as soon as practicable after an injury or illness in a manner which is consistent with the medical opinion.

In order to achieve this employees are encouraged to comply and actively participate with their return to work program and the obligations imposed under the Acts.

Injured/ill employees have the right to choose their treating medical practitioner and in the selection of their rehabilitation service provider.

UCA Objectives are to:

- Ensure that UCA minimise work injury costs, through early intervention and managed return to work programs, and effective reporting processes – aimed at preventing any repetition of work related injuries or illnesses.
- Wherever practicable to develop all rehabilitation programs in consultation with all of the relevant parties including the injured/ill employee, their medical practitioner, their supervisor, the rehabilitation service provider, and, if applicable, the insurer/agent and the employee's union representative.
- To have a positive impact on the morale and the self-esteem of an injured employee and their family, by supporting them through an early recovery and return to work program.
- Ensure that UCA stringently complies with their legislative obligations as contained in the Workers Rehabilitation and Compensation Act 1988 and the Workers Rehabilitation Compensation Amendment Act Tasmania 2009.
- To provide adequate and just compensation to injured employees.

UCA will provide the necessary information, instruction, training and supervision to enable employees to perform their work in a safe manner that is without risks to health.



Mark Lawrence
General Secretary

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