

# 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 ensure that 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 relevant Acts in Victoria and Tasmania.

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:

- Provide a safe and healthy environment for all persons associated with its activities. In the event of a work-related injury or illness, provide assistance to its employees to remain at work, or return to work as soon as possible;
- Prevent recurrence through prompt investigation and correction of the factors contributing to work related injuries or illness;
- Develop rehabilitation programs in consultation with 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 its legislative obligations as contained in the Workers Rehabilitation and Compensation Act 1988 and the Workers Rehabilitation and Compensation Regulations 2011 (Tasmania);
- 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  
September 2022

References: Workers Rehabilitation and Compensation Act 1998 and  
Workers Rehabilitation and Compensation Regulations 2011 (Tasmania).