

Appendix Q – Return to Work Policy

IMPORTANT RETURN TO WORK INFORMATION:

VICTORIA

The Uniting Church in Australia, Synod of Victoria and Tasmania (the Synod) Return to Work obligations under the Accident Compensation Act 1985

How The Uniting Church in Australia, Synod of Victoria and Tasmania (the Synod) will meet its obligations:

1. Information and Consultation

Make return to work information available and consult about how the information is made available

The Uniting Church in Australia, Synod of Victoria and Tasmania (the Synod) will make return to work information available to its workers about:

- The obligations of the Synod under Part VIIB of the Act and how the employer is meeting the obligations;
- The rights and obligations of workers under Part VIIB of the Act and how workers can obtain further information about their rights and obligations;
- The name and contact details of the WorkSafe Agent selected by the employer;
- The name and contact details of the Return to Work Coordinator, if applicable; and the procedure for resolving return to work issues in the workplace:
 - By providing workers with this document after consulting with them about how the information will be provided to them.

2. Provide Employment

To the extent that it is reasonable to do so the Synod will provide suitable employment to an injured worker if they have a current work capacity and provide pre-injury employment to them if they no longer have an incapacity for work.

To the extent that it is reasonable to do so, the Synod will provide pre-injury or suitable employment to an injured worker for a period of 52 weeks of the worker's incapacity. This will commence from the date a WorkSafe Certificate of Capacity or a Worker's Injury Claim Form in which weekly payments are claimed is received from the worker or from when the WorkSafe Agent notifies the Synod of receipt of same (whichever is the earliest).

3. Plan Return to Work

From the time that the Synod receives a Worker's Injury Claim Form in which weekly payments are claimed or the initial WorkSafe Certificate of Capacity from the worker or the WorkSafe Agent notifies the Synod of receipt of same (whichever is earlier), the Synod will, to the extent that it is reasonable to do so, commence return to work planning for that injured worker.

As part of that planning the Synod will:

- Obtain relevant information about the injured worker's capacity for work;
- Consider reasonable workplace support, aids or modifications to assist the worker's return to work
- Assess and propose options for suitable employment or pre-injury employment;
- Engage in consultation about the return to work of the worker; and
- Provide the worker with clear, accurate and current details of their return to work arrangements; and
- Monitor the worker's progress as often as is necessary to enable the worker to return to work in employment which is consistent with the worker's capacity for work.

4. Consult about the Return to Work of a Worker

The Synod will, to the extent that it is reasonable to do so, consult with the worker, the worker's treating health practitioner (with the consent of the worker) and occupational rehabilitation provider (if one is involved) in relation to the injured worker's return to work.

The Synod will consult with the parties listed above by:

- Sharing information about the worker's return to work
- Providing a reasonable opportunity for them to consider and express their views about the worker's return to work, and
- Taking those views into account.

The Synod will consult directly with the worker about their return to work, but the worker may be assisted by a representative during any consultation (except for a legal practitioner). The worker may be represented, assisted and supported during the return to work process.

5. Nominate and Appoint a Return to Work Coordinator

The Synod has nominated and appointed at all times a Return to Work Coordinator who has an appropriate level of seniority and is competent to assist the Synod to meet their obligations under Part VIIB of the Act.

6. Cooperate with Labour Hire Employers

If the Synod hires labour hire workers and the worker suffers an incapacity for work resulting from or materially contributed to by an injury arising out of working with the Synod, the Synod will, to the extent that it is reasonable to do so, cooperate with the labour hire employer in respect of action taken by the labour hire employer to provide employment, plan a worker's return to work and consult about the return to work of a worker to facilitate the worker's return to work.

7. Resolution of Return to Work Issues

The Synod will attempt to resolve return to work issues:

- As soon as possible but no longer than 20 days after a return to work issue has been reported. The following persons must meet and try

to resolve the issue –

- The employer;
- The return to work coordinator; and
- The worker.

The issues resolution procedure must be conducted in a manner and in a language that is agreed by all parties.

For the purpose of resolving the return to work issue, the OHS Manager and Senior Workers Compensation Coordinator must liaise directly with the worker, however a worker may be represented, assisted and supported during the return to work issue resolution process.

For the purpose of resolving the return to work issue as quickly and effectively as possible all parties must have regard to:

- Return to work planning for the worker;
- The worker's progress in recovering from the injury;
- The employer's return to work obligations as set out in the Act; and
- The worker's return to work obligations as set out in the Act.

If there are any questions or queries regarding this procedure, please contact Nathier Kamalie on 9251 5207 or 0409 460 081.

Worker's return to work rights and obligations

Injured worker rights are:

- To be provided with return to work information and be consulted about how that information is to be made available;
- To the extent that it is reasonable for the Synod to do so, to be provided with suitable employment if they have a current work capacity or pre-injury employment if they no longer have an incapacity for work for a period of 52 weeks in accordance with the Act;
- To be consulted by the Synod about planning their return to work;
- To be provided with clear, accurate and current details of their return to work arrangements as part of planning for their return to work;
- To the extent that it is reasonable for the Synod to do so, to be consulted and be provided with information about their return to work. The injured worker must be given a reasonable opportunity to consider and express their views about their return to work and have those views taken into account;
- To be represented, assisted and supported (except by a legal practitioner) during any stage of the return to work process, including in the consultation process.

Injured worker's obligations are:

- In co-operation with the Synod and the Agent, to make reasonable efforts to actively participate and cooperate in planning for their return to work;
- In co-operation with the Synod and the Agent, to make reasonable efforts to return to work in suitable or pre-injury employment at their place of employment or at another place of employment;
- To actively use an occupational rehabilitation service where provided and cooperate with the provider of that service;
- To actively participate and cooperate in assessments of their capacity for work, rehabilitation progress and/or future employment prospects at the request of the Synod and/or the Agent;
- To actively participate and cooperate with the representative of the Agent in an interview to enhance their opportunities to return to work, as required;
- If an issue about their return to work arises, to attempt to resolve the issue in accordance with the procedure for resolving return to work issues (see above).

If you do not comply with one or more of the above obligations, your weekly payments may be suspended, terminated or ceased and determined in accordance with the Act by the Synod's Agent.

Additional details regarding the rights and obligations of an injured worker are available in WorkSafe's Return to Work Obligations – Information for workers fact sheet available from www.worksafe.vic.gov.au or via the WorkSafe Advisory Service phone: (free call) 1800 136 089 or (03) 9641 1444.

WHERE TO GET HELP

The Return to Work Coordinator is:

Name: **Nathier Kamalie**
 Telephone: (03) 9251 5207 / 0409 460 081
 Fax Number: (03) 9654 4179
 Email: Nathier.Kamalie@victas.uca.org.au
 Address: 130 Little Collins Street, Melbourne Victoria 3000

The WorkSafe Agent:

Name: Xchanging
 Telephone: (03) 99473000 / 1800 801 070
 Email: info@au.xchanging.com
 Address: GPO Box 751, Melbourne Victoria 3001
 Web: www.xchanging.com.au

AUTHORISED

Insert Name

Insert Name of Employee Representative

UCAVT:

Congregation Contact Person:

Date:

Date: