

## 1. Purpose of policy

The following policy articulates the University's commitment to effectively manage worker injuries and illnesses by providing a safe and healthy working environment and opportunities for staff to participate in workplace rehabilitation. The University endeavours to return an injured worker to meaningful work as soon as it is safe to do so.

## 2. Policy scope and application

This policy applies to all staff of the University.

## 3. Definitions

Please refer to the University's Glossary of Terms for policies and procedures.

## 4. Governance

4.1 Workplace rehabilitation is available to all staff, regardless of whether the injury or illness is work-related.

4.2 The University appoints Rehabilitation and Return to Work Coordinators, based in Human Resources, to coordinate workplace rehabilitation programs.

4.3 Workplace rehabilitation commences as soon as possible from the time of the initial medical consultation by a general medical practitioner.

4.4 The University supports a flexible approach to return to work programs so that, where practicable, the rehabilitation needs of the individual are accommodated. However, return to work goals must be achieved within a realistic time frame, with the aim to return staff to normal duties.

4.5 Rehabilitation and Return to Work Coordinators consult with staff and, where appropriate, with treating medical practitioners so that workplace rehabilitation operates effectively and safely.

4.6 Workplace rehabilitation incorporates a consultative team based approach with the staff member, cost centre manager and supervisors for the development, implementation and evaluation of programs.

4.7 Staff will not be disadvantaged by participating in a workplace rehabilitation program.

4.8 All workplace rehabilitation programs are conducted respectfully in relation to confidential medical and rehabilitation information, both verbally and in writing.

4.9 Workers' compensation related workplace rehabilitation is undertaken to at least the minimum standards prescribed by legislation.

END

### APPROVAL AUTHORITY

Vice-Chancellor and President

### RESPONSIBLE OFFICER

Vice-Chancellor and President

### DESIGNATED OFFICER

Director, Human Resources

### FIRST APPROVED

2 September 1997

### LAST AMENDED

17 March 2016

### REVIEW DATE

17 March 2021

### STATUS

Active

### RELATED DOCUMENTS

Health, Safety and Wellbeing - Governing Policy

Workplace Rehabilitation - Procedures

### LINKED DOCUMENTS

Workplace Rehabilitation - Procedures

### RELATED LEGISLATION / STANDARDS

Workers' Compensation and Rehabilitation Act 2003 (Qld)