

## Injury Management and Rehabilitation Policy

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Cleandustrial Services Pty Ltd recognises its responsibility to prevent accidents at work by providing a safe working environment in accordance with current Occupational Health and Safety legislation. However, in the event of injury or illness, the organisation is committed to early intervention to ensure that employees return to meaningful and productive work as soon as medically appropriate.

Adhering to the requirements of the *Workers Compensation and Injury Management Act 1981*, *Workers Compensation and Injury Management Regulations 1982* and the *Workers Compensation Code of Practice (Injury Management) 2005*, our goals with regard to injury management and rehabilitation focus on:-

- Optimal recovery;
- A smooth transition back to suitable work at the earliest practicable time;
- Employee participation in the process through communication and education; and
- Treating the injured employee with fairness and dignity throughout the rehabilitation process by being supportive and positive at all times.

Return-to-work programs are developed in co-operation with medical opinion and our nominated rehabilitation adviser together with our HR Coordinator, the injured employee and the injured employee's supervisor. Once developed, medical clearance is sought for the plan's implementation.

The return-to-work program is monitored regularly and adjusted as necessary to reflect changes in the employee's capacity to work. Confidentiality of the employee's information is maintained throughout the process and access to records is restricted to relevant staff only.



TAMMY VLADICH  
General Manager

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