

POLICY DOCUMENT

VERSION 1.0 JULY 2019

RETURN TO WORK

Clean and Green Recycling & Clean and Green Organics Pty Ltd (CGR & CGO) has a total commitment to the Health, Safety, Rehabilitation and Welfare of all persons at our workplaces and to the timely and cost effective rehabilitation of injured employees.

The Company is also committed to providing a workplace based Occupational Rehabilitation Service for all workers, and to that end will have a nominated Rehabilitation Coordinator and ensure that the Policy is displayed in all workplaces.

The commitment involves:-

- Preventing injury and illness through provision of a healthy and safe working environment.
- Ensuring that all employees are aware of the Rehabilitation programme and provide appropriate information to an injured employee in order to facilitate understanding and acceptance of the rehabilitation service provided.
- Enacting timely referrals to Rehabilitation Providers to ensure that occupational rehabilitation commences as soon as possible after an injury or illness.
- Ensuring that the return to work as soon as possible by an injured worker is a normal practice and expectation.
- Providing suitable employment/duties, where practicable, for an injured employee, or partially incapacitated worker, as an integral part of the rehabilitation process.
- Consulting with workers and their representatives to ensure that our rehabilitation programme operates effectively.
- Ensuring that participation in the rehabilitation programme will not of itself prejudice an injured worker.

Company Management and the WHS Management System will also ensure that other employers provide workplace rehabilitation to their employees engaged at our workplaces, in accordance with the Work, Health & Safety Act (NSW) 2011 and Workers Compensation Act (NSW) 2001.

The Company Rehabilitation Coordinator will make every effort to resolve disputes regarding rehabilitation by consultation with the employee, supervisor and where applicable, the Rehabilitation Provider and the Employee's Representative. Unresolved disputes may be referred to the Work Cover Authority Rehabilitation Mediation Service.



Emilia Mastroianni
Operations Director
1st July 2019