

Cape Code Australia (Cape Cod) is committed to ensuring the health, safety and welfare of all its workers. This includes its pursuit of best practice in injury management, rehabilitation and return-to-work in line with the applicable legislative and statutory obligations under each relevant state or territory based Workers Compensation Act and Regulation.

The Injury Management & Return-to-Work Policy applies to all operations and direct employees of Cape Cod. The intention of this Policy is to support the early return of injured workers to the workplace.

Objectives

The objectives of this Policy are to ensure, so far as is reasonably practicable:

- The development, maintenance, implementation and regular review of the Rehabilitation and Return-to-Work Program as required by Workers Compensation Act and Regulation;
- Compliance with the requirements of the relevant Regulatory Authority Guidelines for Workplace Return-to-Work Program as specified by the relevant legislation;
- Reporting of any work injuries or illnesses to Cape Cod immediately so that Cape Cod can comply with legislative and statutory requirements where applicable and implement treatment for the injured or ill workers as soon as possible;
- Displaying a summary of the Rehabilitation and Return-to-Work Program in the workplace;
- Implementing and maintaining an injury record for injured workers;
- Producing the Rehabilitation and Return-to-Work Program in written form;
- Establishing suitable duties and a written Return-to-Work Plan for any injured worker;
- Communicating and consulting with workers on the Rehabilitation and Return-to-Work Program; and
- Notification to the Insurer of the workplace injuries or illnesses within 48 hours.

Responsibilities

Cape Cod Managing Director and Senior Management are accountable for implementing this Policy as specified in the Injury Management, Rehabilitation & Return-to-Work Procedure.

Workers are responsible for cooperating and participating in the Injury Management, Rehabilitation & Return-to-Work Program.

As part of Cape Cod's commitment to continually improve, this Policy will be reviewed every two (2) years in consultation with key stakeholders to ensure it remains relevant and appropriate to Cape Cod and its operational tasks and activities.



Robert Moerman
Managing Director, Cape Cod Australia Pty Ltd

Dated: 13 September 2016

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