



# CORPORATE REHABILITATION POLICY

Mackay Regional Council is a member of the Queensland Local Government Workers' Compensation Self-Insurance Scheme, Local Government Workcare (LGW).

- ◆ LGW is an Accredited Return to Work Program provider and is responsible for the management of workers' compensation claims for employees of this organisation and is committed to providing best practice services in Claims Management, Injury Prevention & Management and WH&S Risk Management to Scheme Members and their employees.
- ◆ LGW supports the initiatives implemented by Scheme Members aimed at providing a safe work environment and in recognition of the value of their employees, implementing an effective workplace-based rehabilitation system to proactively assist in the recovery and return to work of those employees who have sustained an injury or illness.

This policy outlines the Scheme Member's commitment to providing an effective workplace-based rehabilitation system available to all its employees. As a minimum standard, the workplace-based strategies are in accordance with the LGW Corporate Rehabilitation Procedures.

The rehabilitation process will be goal focussed and will commence as soon as possible following injury. In consultation with the injured employee and the treating doctor, a rehabilitation and return to work plan will be developed and the goal will be to assist the employee to remain at work or return to pre-injury duties. If a return to pre-injury duties is not possible, assistance will be provided in seeking new employment either within or outside of the Member Council.

To facilitate this process, Scheme Members engage the services of an appropriately qualified Rehabilitation and RTW Coordinator (RRTWC). The role of the RRTWC is to coordinate the process and ensure all employees have access to the workplace-based rehabilitation system. A team approach will be used, with co-operation, consultation and confidentiality being key requirements for all involved in the process.

The treating doctor's approval will be sought throughout the rehabilitation process. A key element of the workplace-based rehabilitation system is the provision of suitable duties to assist the employee's return to pre-injury duties in a safe and supportive environment.

It is expected that at the workplace, management, supervisors, injured workers and their co-workers will be supportive of and committed to the rehabilitation process.

To ensure ongoing effectiveness and in accordance with the *Workers' Compensation and Rehabilitation Act 2003* and the *Workers' Compensation Regulations 2014* the LGW Corporate Rehabilitation Policy and Procedures and the outcomes of rehabilitation programs will be monitored by LGW and reported to the Workers' Compensation Regulator as required.

**1 June 2018**

A handwritten signature in blue ink, appearing to read 'Dean Campbell', located below the text of the policy.

**Dean Campbell**  
**Divisional Manager, Workers' Compensation**