



## WORKERS' COMPENSATION AND REHABILITATION POLICY

PO9

<b>Responsible Manager:</b>	Executive Manager Corporate Services
<b>Head of Power:</b>	<i>Workers' Compensation and Rehabilitation Act 2003 (Qld)</i> <i>Workers' Compensation and Rehabilitation Regulation 2014 (Qld)</i>
<b>Authorised by:</b>	Council
<b>Authorised on:</b>	May 2017
<b>Implemented from:</b>	October 2015
<b>Last reviewed:</b>	2017
<b>Review history:</b>	2012, 2013, 2014, 2015, 2016
<b>To be reviewed on:</b>	June 2019
<b>Corporate Plan:</b>	Governance

## 1. POLICY STATEMENT

- a) Torres Strait Island Regional Council [Council] is committed to ensuring that employees and Councillors receive adequate and appropriate compensation and rehabilitation for work related injuries and illnesses. This commitment includes compliance with the *Workers' Compensation and Rehabilitation Act 2003* and the *Workers' Compensation and Rehabilitation Regulation 2014*.
- b) Council is committed to helping its people to return to full and gainful employment following injury or illness. Council is dedicated to providing a rehabilitation program which is continuously reviewed and monitored to improve injury management activities.
- c) In developing injury management plans, together with injured employees, consideration will be given to individual circumstances in line with the "whole of life" approach. Council will provide an environment that will enrich the safety, health and wellbeing of its people and actively encourage employees' early return to work from injury.
- d) In meeting this commitment Council aims to:
  - prevent workplace injuries and illnesses by providing a safe and healthy working environment;
  - recognise and complement other organisational policies and procedures where relevant;
  - provide early reporting systems and intervention procedures that will enable injured employees to stay at work or return to work as soon as medically appropriate;
  - facilitate the durable return to work of employees by assisting with the safe and early integration back into the workplace;
  - advise employees of their rights and responsibilities for injury management;
  - facilitate participation in an injury or illness management program appropriate to an injured or ill employee's medical recovery;
  - provide employees with relevant information about injury management including their rehabilitation rights and obligations;
  - consult with employees and/or their representatives;

- maintain confidentiality of personal information in accordance with applicable legislation;
- Manage claims in an equitable, timely and efficient manner, consistent with applicable legislation and self-insurance requirements;
- Comply with applicable injury management and rehabilitation legislation;
- Engage appropriately qualified experts, both internally and externally to assist in the management of injury.

## 2. SCOPE

This Policy applies to all Council employees and Councillors.

## 3. AUTHORISATION

This page and the previous bearing my initials was/were duly authorised by Council as the Torres Strait Island Regional Council Workers' Compensation and Rehabilitation Policy on 31 May 2017 and shall hereby supersede any previous policies of the same intent.



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**Chris McLaughlin**  
**Acting Chief Executive Officer**

**Date: 31 / 05 / 2017**