

RETURN TO WORK POLICY

Obligations

Powerhouse recognises its obligation to provide a safe, durable, and early return to work (commensurate with medical advice) for any employee that experiences a work-related injury or illness.

Commitment

Powerhouse is committed to the prevention of injury by providing a safe and healthy working environment. If injury occurs however, Powerhouse shall ensure that return to work activities commence as soon as possible after injury. Additionally, Powerhouse shall make every effort to provide suitable and meaningful duties that are consistent with the nature of the work performed and the medical conditions of all injured employees.

Powerhouse shall provide ongoing support and will promote the Return-to-Work Policy and Procedure in all properties and workplaces. Powerhouse shall not prejudice injured employees and shall ensure consultation occurs between employees, insurers, and any other stakeholder to both minimise the effects of injury and to ensure that return to work processes are a normal practice and expectation.

Additionally, Powerhouse will participate and cooperate with the Injury Management Program and Injury Management Plans established by their Insurer for any injured worker and will comply with all Workcover guidelines when they are issued.

Responsibilities

Powerhouse Management representatives are responsible and will be held accountable for ensuring this policy is effectively implemented within their areas of control, to support all under their immediate control and to hold them accountable for their specific Return to Work responsibilities.

The Powerhouse Return to Work Coordinator is responsible for developing and maintaining a coordinated and systematic approach toward Return to Work.

Employees of Powerhouse are responsible for taking reasonable care in the performance of their duties to prevent work related injuries to themselves and others and to notify their Manager as soon as possible after injury.



Application

This policy is applicable to workplaces under the control of Powerhouse. This policy will be reviewed annually and as required to reflect changes in the organisation or Workers Compensation and Injury Management legislation.

Corey Dowler,



Michael Jauncey,



Directors, Powerhouse Wiring Solutions Pty Ltd 01/09/23

