



# Policy

## Injury Management and Return to Work

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The Sydney Harbour Federation Trust is committed to providing a fair and effective injury management program which will help our employees return to full and gainful employment following a work-related injury or illness.

We are dedicated to providing a legislatively compliant rehabilitation program through ComCare which is continuously reviewed and monitored to improve our injury management performance and achieve this by:

- Complying with ComCare and applicable legislative requirements
- Undertake early intervention and support to facilitate remaining at work or early return to work being the normal and expected practice where possible
- Providing suitable duties where practicable, consistent with the nature of the injury/illness and appropriate medical advice
- Ensuring no professional disadvantage while participating in workplace rehabilitation
- Clearly defining responsibilities, expectations and support channels to ensure a seamless return to work
- Providing staff with training in workplace expectations and responsibilities to assist with return to work programs
- Consulting and engaging with injured employees, stakeholders, medical professionals (where allowed) and ComCare whilst preserving confidentiality and privacy
- Measuring injury management performance and adopting opportunities for improvement
- Collaborate with contractors (where required) to create a systematic “best practice” across all sites with regards to WHS, IM and RTW

Mary Darwell  
Chief Executive Officer  
Date:

Joseph Carrozzi  
Chairman of the Board  
Date: