

Return to Work Policy

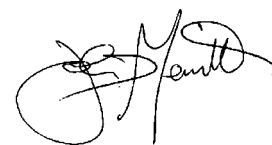
VicRoads recognises and accepts its obligations to assist employees to remain at work or return to work if injured or ill because of their work.

Specifically the return to work policy, under the WorkSafe Occupational Rehabilitation Program, is that:

- All the actions to assist employees to remain at work or return to work are commenced as soon as possible in a manner consistent with medical advice.
- Any employee injured or made ill because of their work will be assisted to return to work in the shortest possible time, provided it is safe and practicable to do so. If this is not possible, the employee, where possible, will be returned to suitable alternative work.
- All employees are expected to assist and co-operate to ensure this policy is implemented.

Our commitment to the return to work policy means:

- There must be early reporting of injury by the employee and early intervention at the workplace to enable an employee to stay at work, wherever possible.
- Return to work will commence as soon as possible after illness or injury and a return to work plan will be prepared by the return to work co-ordinator and the injured employee in consultation with the medical practitioners within 10 days of an employee having 20 or more days of total incapacity for work.
- That remaining at work or returning to work as soon as is safely possible after injury is a normal practice and expectation.
- Suitable duties, which do not jeopardise the wellbeing of the employee, will be provided, where possible, as part of the return to work program.
- There will be full involvement of employees in their own return to work.
- The confidentiality of employees' information during return to work and any occupational rehabilitation will be maintained.
- Participation in a return to work program will not, of itself, prejudice any employee.
- The return to suitable employment of an employee following injury or illness will be appropriately monitored and reviewed and where necessary, the return to work plan will be adjusted to reflect medical opinion.



John Merritt
Chief Executive

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