Rehabilitation Policy

Policy statement

CS Energy is committed to supporting the recovery and rehabilitation of any employee who has an injury or illness.

We recognise that helping workers to stay at work or achieve early, safe and sustainable return after an injury or illness supports recovery and minimises the impact on them and their families.

Objectives

CS Energy is committed to:

- Assisting an injured or ill employee to return to meaningful and productive work
- Ensuring all CS Energy employees have the right to rehabilitation, and this will be the usual course of action following injury or illness.
- Ensuring rehabilitation commences as soon as practicably possible in accordance with medical advice.
- Ensuring support is provided to the ill or injured employee and his or her family.
- Maximising the employee's independent functioning (via a health management plan) if return to normal duties is precluded.
- Respecting the confidentiality of our worker's medical and rehabilitation information.

Scope

This policy applies to the management of rehabilitation for all CS Energy employees with work-related and non-work-related injury and illness.

Responsibilities

Company Officers will:

- Ensure there are processes, procedures and frameworks in place for the organisation to comply with the Workers' Compensation and Rehabilitation Act, Regulations and Other Legislation.
- Support the Executive Leadership Team to achieve compliance.

Executive Management (individually and as a team) will:

- Ensure CS Energy provides and uses appropriate resources and processes to manage rehabilitation and return to work programs.
- Ensure appropriate assurance systems are in place for matters relating to Workers Compensation and Rehabilitation

General Managers and Site Managers will:

- Provide leadership to ensure communication and implementation of rehabilitation policy and procedures.
- Provide a safe and healthy work environment

Head of Health and Safety will:

- Oversee the injury reporting system and rehabilitation and return to work program.
- Monitor rehabilitation systems and performance.

Rehabilitation Coordinators will:

- Provide rehabilitation advice to site management teams.
- Coordinate rehabilitation programs and services.
- Engage the services of medical practitioners, rehabilitation providers and other health professionals.
- Consult with injured workers, their supervisors and medical practitioners to develop their health management plan.

Supervisors will:

- Encourage the early reporting of injuries.
- Actively participate in managing rehabilitation and return to work practices and approve health management plans.
- Make suitable duties available to injured workers as soon as possible after an injury occurs.

Employees will:

- Report injuries as soon as practicable.
- Comply with the requirements of this rehabilitation policy and supporting procedures.
- Apply (if necessary) for workers compensation.
- Select their own treating medical practitioner and/or rehabilitation provider.
- Advise their treating medical practitioner of the availability of workplace rehabilitation.
- Minimise the cost of an injury by actively participating in workplace rehabilitation and their health management plan.