



Aboriginal and Torres Strait
Islander Health Practice
Chinese Medicine
Chiropractic
Dental
Medical
Medical Radiation Practice
Nursing and Midwifery
Occupational Therapy
Optometry
Osteopathy
Pharmacy
Physiotherapy
Podiatry
Psychology

Australian Health Practitioner Regulation Agency

Injury management, rehabilitation and return to work policy WHS002

Purpose and scope

AHPRA is committed to protecting the health and safety of our workers. While every effort is made to prevent injury and illness in the workplaces, it is recognised that when injury or illness do occur, a proactive in our approach to injury management will be adopted and that a strong emphasis will be placed on the safe, timely and sustainable return to work of injured or ill workers.

This policy applies to all AHPRA workers.

Policy

Effective injury management is a workplace-managed process that incorporates employer and medical management from time of injury to facilitate an efficient and cost-effective return to suitable employment wherever practicable.

Rehabilitation is an integral part of the injury management process and may include the use of physical and vocational services providers.

AHPRA will support individuals in returning to optimum capacity within the workplace as quickly as is reasonably practicable.

AHPRA will:

- implement programs to assess injured or ill workers' individual needs, so that a rehabilitation and return-to-work plan can be developed.
- provide access to appropriate health professionals to facilitate complete return to work plans.
- ensure confidentiality in relation to the injured or ill worker
- ensure the right of the injured or ill worker to choose treating health professionals.
- work with the injured or ill worker and the treating providers to examine all available options to assist in return to work, including job redesign, reduced hours and alternative duties.
- provide an offer of suitable duties consistent with any medical restrictions specified by the treating provider.
- negotiate a graduated return-to-work plan to facilitate return to productive employment.

AHPRA requires workers to co-operate during the return-to-work process, and to provide appropriate medical certificates from their treating providers during their absences from work and while participating in return-to-work plans.

Related documents

Related documents include:

- First aid procedures, WHS004.3.2
- Manual handling and ergonomic procedures, WHS004.4.3
- WHS issue resolution procedure, WHS004.6.4
- Injury management, rehabilitation and return to work policy, WHS002
- Incident/accident reporting and investigation procedures, WHS004.6.2

- WHS workplace inspection procedure, WHS004.6.1
- WHS job safety assessment procedure, WHS004.4.2
- WHS System Audit Guidelines, WHS004.4.6.3
- WHS Performance and reporting procedures, WHS004.6.5
- WHS incident, accident and investigation report WHS004.6.2.1
- Privacy Statement – health records, claims, return-to-work and rehabilitation WHS004.5.1
- WHS Workplace Inspection Checklist WHS004.6.1.1

Relevant legislation

This policy should be read in conjunction with the following legislation:

- Work Health and Safety Act 2011 (ACT);
- Work Health and Safety Act 2011 (NSW)
- Work Health and Safety (National Uniform Legislation) Act 2011 (NT)
- Work Health and Safety Act 2011 (Qld)
- Work Health and Safety Act 2012 (SA)
- Work Health and Safety Act 2012 (Tas)
- Occupational Health and Safety Act 2004 (Vic)
- Occupational Safety and Health Act 1984 (WA)
- Each State and Territory also has a set of Regulations to support the legislation which must also be complied with by AHPRA in each relevant jurisdiction.

Definitions

The following definitions apply:

Term	Definitions
Not applicable	

Document control

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