

Return to Work Policy

Eco Logical Australia Pty Ltd (ELA) is committed to providing an environment that supports and encourages recovery at work or early return to work, following a workplace injury or illness. ELA has, through consultation with worker representatives, developed a return to work policy and program consistent with the insurer's injury management program.

The aim of the return to work program is to assist workers to recover at, or return to work, as soon as possible, in a manner consistent with medical advice. If this is not possible, ELA will provide the worker with suitable alternative duties, in consultation with their treating medical practitioner and in line with appropriate medical restrictions.

Commitment to this policy means that ELA will:

- appoint a Return to Work Coordinator with relevant training and experience to support and facilitate an injured/ill workers' return to pre-injury duties, as soon as possible
- determine the needs of the injured and/or ill worker and provide early access to rehabilitation services where required
- develop and implement a rehabilitation and return to work plan for the injured and/or ill worker, in consultation with relevant stakeholders
- where possible, provide suitable alternative duties for an injured and/or ill worker, which do not affect the workers wellbeing
- regularly liaise with an injured/ill worker to ensure the rehabilitation and return to work process is effective
- provide workers with information about the workers compensation claim process including their choice of a nominated treating medical practitioner and accredited workplace rehabilitation provider
- maintain records of injury management and return to work statistics and develop responses to continually improve ELA's integrated Business Management System, return to work processes and safety performance, and
- protect worker confidentiality in line with ELA's Privacy Policy.

If a worker sustains an injury or illness outside of work, ELA may implement a return to work plan in consultation with their medical practitioner, to ensure that work related activities do not exacerbate the injury and to support the workers recovery where possible.



Rachel Murray

ELA Operating Unit Leader

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