

Return to Work and Rehabilitation Policy

Management is responsible for the development of a return to work program, in consultation with workers. The management of JBM has appointed a Return-to-Work coordinator who is responsible for the rehabilitation and injury management of workers. Management may appoint rehabilitation providers to assist in the rehabilitation process. Once engaged, rehabilitation providers are to maintain continual contact with the injured worker, the employer and the workers compensation insurer to facilitate an early return to work of the injured worker.

The objective of the Return-to-Work Program is to detail the plan of action common to all workers, from early notification through to return to normal duties or redeployment into appropriate alternative employment, if required.

The Return-to-Work Program also includes principles that apply to workers who are returning to work whilst receiving treatment.

JBM shall report all notifiable incidents to the regulator as per regulatory requirements after becoming aware of the occurrence, all significant injuries to the insurer within 48 hours, and within seven days for all other injuries. JBM will participate and cooperate in the development of an injury management plan by the insurer for every worker with a significant injury. This plan will outline all the return-to-work activities and treatment services for an injured worker.

JBM will provide suitable duties when an injured worker is able to return to work, either on a full time or part time basis.

JBM will consult with workers and employee representatives in developing a Return-to-Work Program.

Workers are informed of their rights and obligations concerning workers compensation and rehabilitation.

An open communication policy encourages cooperation and participation in rehabilitation.

An injured worker will not be disadvantaged whilst undertaking rehabilitation. JBM, as the employer, and the worker will act in the spirit of the legislation to ensure the success of the system.

The successful return to work of the injured worker is of paramount concern to all parties at the worksite.



Mile Belevski
General Manager
16th February 2024