

## RETURN TO WORK POLICY

### Worker's return to work rights and obligations

#### Injured worker rights are:

- to be provided with return to work information and be consulted about how that information is to be made available;
- to the extent that it is reasonable for our company to do so, to be provided with suitable employment if they have a current work capacity or pre-injury employment if they no longer have an incapacity for work for a period of 52 weeks in accordance with the Act;
- to be consulted by our company about planning their return to work;
- to be provided with clear, accurate and current details of their return to work arrangements as part of planning for their return to work;
- to the extent that it is reasonable for our company to do so, to be consulted and be provided with information about their return to work. The injured worker must be given a reasonable opportunity to consider and express their views about their return to work and have those views taken into account;
- to be represented, assisted and supported (except by a legal practitioner) during any stage of the return to work process, including in the consultation process.

#### Injured worker's obligations are:

- in co-operation with our company and the Agent, to make reasonable efforts to actively participate and cooperate in planning for their return to work;
- in co-operation with our company and the Agent, to make reasonable efforts to return to work in suitable or pre-injury employment at their place of employment or at another place of employment;
- to actively use an occupational rehabilitation service where provided and cooperate with the provider of that service;
- to actively participate and cooperate in assessments of their capacity for work, rehabilitation progress and/or future employment prospects at the request of our company and/or the Agent;
- to actively participate and cooperate with the representative of the Agent in an interview to enhance their opportunities to return to work, as required;
- if an issue about their return to work arises, to attempt to resolve the issue in accordance with the procedure for resolving return to work issues (see above).

If you do not comply with one or more of the above obligations, your weekly payments may be suspended, terminated or ceased and determined in accordance with the Act by our Agent.

Additional details regarding the rights and obligations of an injured worker are available in WorkSafe's Return to Work Obligations – Information for workers fact sheet available from [worksafe.vic.gov.au](http://worksafe.vic.gov.au) or via the WorkSafe Advisory Service ph: (freecall) 1800 136 089 or (03) 9641 1444.

#### Where to get help

##### Our Return to Work Coordinator

Name: Ratna Leo Phone: (03) 8622 8100

Email: [ratnal@bradygroup.com.au](mailto:ratnal@bradygroup.com.au)

Postal Address: Brady Constructions (Vic) Pty Ltd PO Box 13079 Law Courts Melbourne Vic 8010

##### Our WorkSafe Agent

Name: CGU Workers Compensation (Vic) Limited Web: [www.cgu.com.au](http://www.cgu.com.au)

Postal Address: GPO Box 20905 Melbourne Vic 3001 Freecall: 1800 066 204

##### WorkSafe

Phone: freecall 1800 136 089 or (03) 9641 1444 Web: [worksafe.vic.gov.au](http://worksafe.vic.gov.au)

Email: [info@worksafe.vic.gov.au](mailto:info@worksafe.vic.gov.au)

Postal Address: WorkSafe, Ground Floor, 222 Exhibition Street, Melbourne 3000



Anthony Brady  
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## RETURN TO WORK POLICY

### Brady Constructions (VIC) Pty Ltd return to work obligations under the Accident Compensation Act 1985

Our company return to work obligations	How Our company will meet its obligations
Make return to work information available and consult about how the information is made available	<p>Our company will make return to work information available to its workers about:</p> <ul style="list-style-type: none"> <li>(a) the obligations of our company under Part VIIB of the Act and how the employer is meeting the obligations;</li> <li>(b) the rights and obligations of workers under Part VIIB of the Act and how workers can obtain further information about their rights and obligations;</li> <li>(c) the name and contact details of the WorkSafe Agent selected by the employer;</li> <li>(d) the name and contact details of the Return to Work Coordinator, if applicable; and</li> <li>(e) the procedure for resolving return to work issues in the workplace - by providing workers with this document after consulting with them about how the information will be provided to them.</li> </ul>
Provide employment	<p>To the extent that it is reasonable to do so, our company will provide suitable employment to an injured worker if they have a current work capacity and provide pre-injury employment to them if they no longer have an incapacity for work.</p> <p>To the extent that it is reasonable to do so, our company will provide pre-injury or suitable employment to an injured worker for a period of 52 weeks of the worker's incapacity. This will commence from the date a WorkSafe <i>Certificate of Capacity</i> or a <i>Worker's Injury Claim Form</i> in which weekly payments are claimed is received from the worker or from when the WorkSafe Agent notifies us of receipt of same (whichever is the earliest).</p>
Plan return to work	<p>From the time that our company receives a <i>Worker's Injury Claim Form</i> in which weekly payments are claimed or the initial WorkSafe <i>Certificate of Capacity</i> from the worker or the WorkSafe Agent notifies us of receipt of same (whichever is earlier), our company will, to the extent that it is reasonable to do so, commence return to work planning for that injured worker.</p> <p>As part of that planning, our company will:</p> <ul style="list-style-type: none"> <li>• obtain relevant information about the injured worker's capacity for work;</li> <li>• consider reasonable workplace support, aids or modifications to assist the worker's return to work</li> <li>• assess and propose options for suitable employment or pre-injury employment;</li> <li>• engage in consultation about the return to work of the worker; and</li> <li>• provide the worker with clear, accurate and current details of their return to work arrangements; and</li> <li>• monitor the worker's progress- as often as is necessary to enable the worker to return to work in employment which is consistent with the worker's capacity for work.</li> </ul>
Consult about the return to work of a worker	<p>Our company will, to the extent that it is reasonable to do so, consult with the worker, the worker's treating health practitioner (with the consent of the worker) and occupational rehabilitation provider (if one is involved) in relation to the injured worker's return to work.</p> <p>Our company will consult with the parties listed above by:</p> <ul style="list-style-type: none"> <li>• sharing information about the worker's return to work</li> <li>• providing a reasonable opportunity for them to consider and express their views about the worker's return to work, and</li> <li>• taking those views into account.</li> </ul> <p>Our company will consult directly with the worker about their return to work, but the worker may be assisted by a representative during any consultation (except for a legal practitioner). The worker may be represented, assisted and supported during the return to work process.</p>
Nominate and appoint a Return to Work Coordinator	<p>Our company will nominate and appoint a Return to Work Coordinator for the duration of our return to work obligations to an injured worker. They will have an appropriate level of seniority and be competent to assist our company meet our obligations under Part VIIB of the Act.</p>
Cooperate with labour hire employers	<p>If our company hires labour hire workers and the worker suffers an incapacity for work resulting from or materially contributed to by an injury arising out of working with us, we will, to the extent that it is reasonable to do so, cooperate with the labour hire employer in respect of action taken by the labour hire employer to provide employment, plan a worker's return to work and consult about the return to work of a worker to facilitate the worker's return to work.</p>
Resolution of return to work issues	<p>Our company will attempt to resolve return to work issues in accordance with:</p> <p>The relevant procedure specified in the Return to Work Direction No.1 of 2010 (Ministerial Direction) (The Return to Work Issue Resolution Procedure).</p> <p>If you have any questions or queries regarding this procedure, please contact: <b>Ratna Leo</b> (see details below).</p>