

Rehabilitation and Return to Work Policy Statement

Platinum Electricians is committed to supporting injured or ill workers through early intervention, effective rehabilitation and a structured return-to-work process. We recognise that timely and well-managed workplace rehabilitation provides significant benefits to the worker, the organisation and the broader community.

Workplace rehabilitation includes early provision of appropriate services, suitable duties programs and coordinated support aimed to:

- Maintain injured or ill workers safely at work wherever possible;
- Ensure the earliest and safest possible return to work;
- Maximise functional recovery and long-term independence;
- Support durable and sustainable employment outcomes.

This policy has been developed collaboratively between management and workers.

Leadership, Commitment & Early Intervention

Platinum Electricians will:

- Provide a safe and healthy workplace and implement effective injury prevention strategies.
- Initiate workplace rehabilitation as early as possible, following medical advice and in consultation with the injured worker.
- Engage rehabilitation providers, treating practitioners and specialists as required through a multidisciplinary approach.
- Ensure a dedicated Return to Work Coordinator oversees each case and supports both the worker and manager throughout the process.

Return to Work, Suitable Duties & Recovery at Work

Platinum Electricians will:

- Provide suitable duties that are safe, meaningful and aligned with medical restrictions.
- Develop individual Return to Work Plans that outline duties, hours, restrictions and review dates.
- Ensure suitable duties are time-limited, medically appropriate and regularly reviewed for progress.
- Support injured workers to remain at work wherever possible (“recover at work”), recognising that this often leads to faster recovery and better long-term outcomes.
- Ensure no injured worker is disadvantaged for participating in rehabilitation or suitable duties programs.

Worker Rights, Participation & Consultation

In the event of injury or illness, all workers will:

- Be consulted and involved in developing their Return to Work Plan.

- Be treated respectfully, fairly and with empathy throughout the process.
- Have the right to confidential handling of medical and rehabilitation information.
- Receive clear communication regarding duties, medical restrictions and expectations.

Confidentiality & Information Management

Platinum Electricians will:

- Maintain strict confidentiality of all medical, rehabilitation and return-to-work documentation.
- Ensure personal information is stored securely and accessed only by authorised personnel.
- Communicate with treating practitioners and insurers only with appropriate consent.

Legislative Compliance & Continuous Improvement

Platinum Electricians will:

- Comply with all relevant state-based return-to-work, workers' compensation and rehabilitation legislation.
- Provide workers with information about rights and responsibilities under relevant laws and schemes.
- Review this policy annually to ensure it meets legislative requirements and organisational needs.
- Continually improve our rehabilitation and return-to-work procedures to support effective recovery outcomes.

Procedures

Detailed workplace rehabilitation and return-to-work procedures have been developed to support this policy. These procedures define key terms, outline responsibilities and describe each step in the rehabilitation and return-to-work process.

Policy Review

This Rehabilitation and Return to Work Policy will be reviewed annually or when significant changes occur



CEO
Karla Kirch

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Next Review Date: January 2027