



Vmac Employment Solutions.

Rehabilitation & Injury Management Policy

Vmac Employment Solutions recognizes the value of its employees and is committed to preventing injury and illness to all staff members by providing a safe and healthy working environment.

In the event that an employee sustains a work related injury or illness, Vmac Employment Solutions is equally committed to providing an efficient and effective return to work program.

Subject to medical advice, this aims to return the injured staff member to work according to the following hierarchy of injury management goals:

- Pre-injury duties
- Modified or reasonably adjusted duties
- Different Duties

As a part of the injury management policy, Vmac Employment Solutions' main objectives are to:

- Prevent injuries and illnesses through the provision of a safe and healthy working environment;
- Inform employees and clients of their responsibilities under the relevant State and Territory Workers Compensation Act;
- Ensure the injury management process is commenced as soon as practicable following injuries, irrespective of an injured employees compensation claim status;
- Ensure that return to work following injury is a normal practice and expectation;
- Provide suitable duties as part of an injured employees return to work plan, as an integral part of the injury management process;
- Consult with employees to ensure that our injury management program operates effectively;
- Ensure that participation in an injury management program will not, in itself, prejudice or disadvantage an injured employee; and
- Ensure that all injury management information is treated confidentially.

Damian Waller

Vmac General Manager

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