

Pattemore Consultants Pty Ltd in association with Pattemore Constructions Pty Ltd (PattCon), specialises in construction, refurbishment, and maintenance of commercial, industrial and government facilities.

SCOPE

This Policy applies to and is to be complied with by all employee's, subcontractor's, stakeholder's, visitors, volunteers and others at all PattCon's worksites and places.

This Policy is to be regularly communicated to all and be available to any interested party upon request and to be reviewed for its on-going suitability.

OBJECTIVE

To provide for the prompt and effective management of workplace injuries that promotes and assists the return to work of an injured worker as soon as practicable.

To assist in the management of worker compensation claims and payment of wages and benefits.

Responsibility and Requirements

PattCon will, as part of the Return-to-Work Act:

- Take reasonable steps to provide the injured worker with suitable employment in accordance with the worker's statement of fitness for work, otherwise known as the 'medical certificate of capacity'.
- Take reasonable steps to ensure that efforts to retrain the worker are undertaken if required to enable the worker to engage in suitable employment.
- Give a proposal in writing for a return-to-work plan to the worker within 7 days after the employer becomes aware that the worker's total or partial incapacity is likely to exceed 28 days.

Paying the costs incurred for such rehabilitation training and workplace modification is reasonable and necessary for a worker who suffers or is likely to suffer a permanent or long-term incapacity.

In addition to the above PattCon is committed to ensuring the following:

- Provide and promote a safe and healthy working environment to prevent injuries.
- Support the injured worker to return to work as soon as practicable.
- Develop and foster a positive work culture towards those workers recovering from injury at work.
- Ensure that the injured workers (and anyone representing them) are aware of their rights and responsibilities – including the right to choose their own doctor and rehabilitation provider, and the responsibility to provide accurate information about the injury and its cause).
- Maintain the confidentiality of the injured worker's records.
- Continue to review and update WHS policies and procedures to identify gaps and opportunities for improvement.

Worker's must, as part of the Return-to-Work Act:

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- Undertake reasonable medical, surgical and rehabilitation treatment or participate in rehabilitation training or, as appropriate, in workplace-based return to work programs or as required by his or her employer, present himself or herself at reasonable intervals to a person for assessment of his or her employment prospects.

In addition to the above the worker must ensure the following:

- Notify PattCon as soon as possible after a work-related injury occurs (especially where the worker's total or partial incapacity is likely to exceed 28 days)
- Ensure to authorize their GP (Medical Practitioner) to provide relevant information to the insurer or PattCon using the workers Certificate of Capacity, Claim Form, or other form of authority.
- Make all reasonable efforts to recover at work.

COMMITMENT

Our Policy is supported by Senior Management who are committed to the establishment, implementation, maintenance, and regular review of this Policy.



Peter Pattemore
Project Director



John Pattemore
Construction Director