

Injury Management, Rehabilitation and Return to Work Policy

It is the policy of Mass to be totally committed to the safety and wellbeing of each and every employee. Rehabilitation is the process of restoring a person's fitness or well-being to its fullest potential so that the employee can enjoy the pursuits of everyday life. Should a situation arise, it is Mass's goal to return injured/ill employees to their pre-injury duties, as far as possible, using work as a therapy during the recovery phase.

People are Mass's most valuable asset and it is essential that our company Rehabilitation and Return to Work Policy and Program meet the needs of its employees. Early intervention with effective rehabilitation provides physical, psychological, social and financial benefits to employees, while minimising disruption to work and reducing costs to the employer.

Mass recognises the Workers' Compensation and Rehabilitation legislation in each state of Australia to provide the legislative support and framework for workplace rehabilitation activities.

Occupational rehabilitation is part of a workplace program where the monitoring of the employee's progress is managed by a team of people including a Return to Work Coordinator, the Rehabilitation provider, immediate supervisor and treating medical practitioner/s. The team actively contributes to the recovery process ensuring that the recovery plan is progressively implemented and achieved.

The occupational rehabilitation process will commence as soon as practicable following an injury and/or illness. A Return to Work Plan will be developed and implemented in close consultation with the injured or ill employee, treating medical practitioner and where appropriate, an occupational rehabilitation provider and will provide for suitable duties for the injured employee.



Charles Massarella
Managing Director