



Injury Management Policy

It is the objective of PERSOL | Programmed to minimise the impact of an injury to its employees by providing a planned, efficient and systematic approach to the rehabilitation and compensation process in accordance with jurisdictional and legislative requirements.

PERSOL | Programmed is committed to providing the necessary support to any employee who incurs a work related injury or illness to enable the employee to safely remain at work, or return to work as soon as possible within their functional capacity by:

- Maintaining a positive injury management culture by encouraging active participation in the early intervention and return to work process and ensuring employees will not be disadvantaged by participation in a workplace rehabilitation program.
- Providing employees with information and instruction on their rights, responsibilities and accountabilities regarding claims for work-related injury or illness, rehabilitation and return to work and allowing access to support person/s where requested.
- Consulting with employees, and where applicable their nominated representative and treatment providers, to ensure that the workplace rehabilitation program operates effectively.
- Facilitating effective communication with all parties as appropriate to the claim.
- Providing an injured employee with meaningful suitable duties, where practicable, and ensuring that return to work is achieved as soon as possible.
- Ensuring the process of workplace rehabilitation is commenced as soon as possible following an injury or illness through access to appropriate medical treatment.
- Ensuring the security and confidentiality of records in relation to claims, rehabilitation and personal medical information obtained for the purpose of managing workplace injury/illness and/or rehabilitation.
- Endeavouring to support injured employees who have sustained a non-work-related injury or illness where reasonable to do so and without risk to safety.

This policy applies to all activities undertaken by PERSOL | Programmed.

Graeme Hurn
CEO Programmed

Our purpose is to build outstanding people, strong customers and great communities.