

Group Injury Management Policy

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

It is the objective of 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. 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



Ensuring the process of workplace rehabilitation is commenced as soon as possible following an injury or illness through access to appropriate medical treatment



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



Facilitating effective communication with all parties as appropriate to the claim



Consulting with employees, and where applicable their nominated representative and treatment providers, to ensure that the workplace rehabilitation program operates effectively



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



Providing an injured employee with meaningful suitable duties, where practicable, and ensuring that return to work is achieved as soon as possible



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 Programmed.



Takayuki Yamazaki
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