

Overview Return to Work Legislative Obligations

S156 - Employer legislative obligation to develop and maintain:

- (a) Occupational Rehabilitation Program, S158; and
- (b) Risk Management Program, S159.



S156 – No later than 10 days after the relevant day the employer must, S156 (3):

- (a) Prepare a return to work plan in respect of the injured and/or ill nurse;
- (b) Nominate a return to work coordinator, S158.



S160 – A return to work plan must include:

- (1)(a) The name of the injured worker;
 - (i) An estimate of the date that the injured worker should be fit to RTW;
 - (ii) An offer of suitable employment, S155A; and
 - (iii) Steps taken to facilitate the RTW.
 - (b) Specify Occupational Rehabilitation Services for the RTW and maintenance at work.
- (2) To be revised as often as necessary during the workers incapacity for work.



S155A(2) – If the worker no longer has an incapacity for work or has a current work capacity the employer must provide the worker -

- (a) employment in a position which is the same or equivalent to, the position held before the injury;
- (b) if the worker has a current work capacity, with suitable employment.

