

## Important Return to Work Information

### VIP Personnel's return to work obligations under the Accident Compensation Act 1985

<b>'VIP Personnel's return to work obligations</b>	<b>How 'VIP Personnel' will meet its obligations</b>
<p>Make return to work information available and consult about how the information is made available</p>	<p><b>VIP Personnel</b> will provide its employee with return to work information which contemplates the following:</p> <ul style="list-style-type: none"> <li>• the obligations of <b>VIP Personnel</b> under Part VIIB of the Act and how the employer is meeting the obligations;</li> <li>• the rights and obligations of workers under Part VIIB of the Act and how workers can obtain further information about their rights and obligations;</li> <li>• the name and contact details of the WorkSafe Agent selected by the employer;</li> <li>• the name and contact details of the Return to Work Coordinator, if applicable; and</li> <li>• the procedure for resolving return to work issues in the workplace.</li> </ul>
<p>Provide employment</p>	<p>To the extent that it is reasonable to do so, <b>VIP Personnel</b> will (where required) provide suitable employment to an injured worker if they have a current work capacity and provide pre-injury employment to them if they no longer have an incapacity for work.</p> <p>To the extent that it is reasonable to do so, <b>VIP Personnel</b> will (where required) provide pre-injury or suitable employment to an injured worker for a period of 52 weeks of the worker's incapacity. This will commence from the date a <i>WorkSafe Certificate of Capacity</i> or a <i>Worker's Injury Claim Form</i> in which weekly payments are claimed is received from the worker or from when the WorkSafe Agent notifies us of receipt of same (whichever is the earliest).</p>
<p>Plan return to work</p>	<p><b>VIP Personnel</b> will, to the extent that it is reasonable to do so, commence return to work planning for that injured worker in consultation with the relevant client and medical/health practitioner.</p> <p>As part of that planning, <b>VIP Personnel</b> will:</p> <ul style="list-style-type: none"> <li>• obtain relevant information about the injured worker's capacity for work;</li> <li>• consider reasonable workplace support, aids or modifications to assist the worker's return to work</li> <li>• assess and propose options for suitable employment or pre-injury employment;</li> <li>• engage in consultation about the return to work of the worker;</li> <li>• provide the worker with clear, accurate and current details of their return to work arrangements; and</li> <li>• monitor the worker's progress as often as is necessary to enable the worker to return to work in employment which is consistent with the worker's capacity for work.</li> </ul>
<p>Consult about the return to work of a worker</p>	<p><b>VIP Personnel</b> will, to the extent that it is reasonable to do so, consult with the worker, the worker's treating health practitioner (with the consent of the worker) and occupational rehabilitation provider (if one is involved) in relation to the injured worker's return to work.</p>

	<p><b>VIP Personnel</b> will consult with the parties listed above by:</p> <ul style="list-style-type: none"> <li>• sharing information about the worker's return to work;</li> <li>• providing a reasonable opportunity for them to consider and express their views about the worker's return to work; and</li> <li>• taking those views into account.</li> </ul> <p><b>VIP Personnel</b> will consult directly with the worker about their return to work. However, the worker may be assisted by a representative during any consultation (except for a legal practitioner). The worker may be represented, assisted and supported during the return to work process.</p>
Nominate and appoint a Return to Work Coordinator	<p><b>VIP Personnel</b> has nominated and appointed at all times a Return to Work Coordinator who has an appropriate level of seniority and is competent to assist <b>VIP Personnel</b> meet our obligations under Part VIIIB of the Act.</p>
Cooperate with labour hire employers	<p>If <b>VIP Personnel</b> hires labour hire workers and the worker suffers an incapacity for work resulting from or materially contributed to by an injury arising out of working with us, <b>VIP Personnel</b>, to the extent that it is reasonable to do so, cooperate with the labour hire employer in respect of action taken by the labour hire employer to provide employment, plan a worker's return to work and consult about the return to work of a worker to facilitate the worker's return to work.</p>
Resolution of return to work issues	<p><b>VIP Personnel</b> will attempt to resolve return to work issues in accordance with the relevant procedure specified in the Return to Work Direction No.1 of 2010 (Ministerial Direction) (The Return to Work Issue Resolution Procedure).</p>

## Worker's return to work rights and obligations

Injured worker rights are:

- to be provided with return to work information and be consulted about how that information is to be made available;
- to the extent that it is reasonable to do so, to be provided by **VIP Personnel** with suitable employment if the injured worker has a current work capacity and provide pre-injury employment to them if they no longer have an incapacity for work;
- to be consulted by **VIP Personnel** about planning their return to work;
- to be provided with clear, accurate and current details of their return to work arrangements as part of planning for their return to work;
- to the extent that it is reasonable for **VIP Personnel** to do so, to be consulted and be provided with information about their return to work. The injured worker must be given a reasonable opportunity to consider and express their views about their return to work and have those views taken into account; and
- to be represented, assisted and supported (except by a legal practitioner) during any stage of the return to work process, including in the consultation process.

Injured worker's obligations are:

- in cooperation with **VIP Personnel** and the Agent, to make reasonable efforts to actively participate and cooperate in planning for their return to work;
- in cooperation with **VIP Personnel** and the Agent, to make reasonable efforts to return to work in suitable or pre-injury employment at their place of employment or at another place of employment;
- to actively use an occupational rehabilitation service where provided and cooperate with the provider of that service;
- to actively participate and cooperate in assessments of their capacity for work, rehabilitation progress and/or future employment prospects at the request of **VIP Personnel** and/or the Agent;
- to actively participate and cooperate with the representative of the Agent in an interview to enhance their opportunities



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to return to work, as required; and

- if an issue about their return to work arises, to attempt to resolve the issue in accordance with the procedure for resolving return to work issues (see above).

If you do not comply with one or more of the above obligations, your weekly payments may be suspended, terminated or ceased and determined in accordance with the Act by our Agent.

Additional details regarding the rights and obligations of an injured worker are available in WorkSafe's *Return to Work Obligations – Information for workers* fact sheet available from [worksafe.vic.gov.au](http://worksafe.vic.gov.au) or via the WorkSafe Advisory Service ph: (freecall) 1800 136 089 or (03) 9641 1444.

### **Where to get help**

Our Return to Work Coordinator:

**Name:** VIP PERSONNEL **Phone:** 03 9650 9030

**Email:** [casual@vipstaff.com.au](mailto:casual@vipstaff.com.au) **Postal Address:** Level 3, 175 Flinders Lane, Melbourne VIC 3000

**Our WorkSafe Agent:** **Xchanging**

**Phone:** 1800 801070 **Web:** [www.xchangingaustralia.com](http://www.xchangingaustralia.com)

**Postal Address:** Level 10, 390 La Trobe Street, Melbourne VIC 3000 **Email:** [info@au.xchanging.com](mailto:info@au.xchanging.com)

### **WorkSafe**

**Phone:** freecall 1800 136 089 or (03) 9641 1444 **Web:** [worksafe.vic.gov.au](http://worksafe.vic.gov.au)

**Email:** [info@worksafe.vic.gov.au](mailto:info@worksafe.vic.gov.au) **Postal Address:** WorkSafe, Ground Floor, 222 Exhibition Street, Melbourne 3000