

RETURN TO WORK & REHABILITATION POLICY

Aster Services is committed to the early, safe and sustainable return to work of injured workers.

- We will prevent injury and illness by providing a safe and healthy working environment.
- We will participate in the development of an injury management plan and ensure that injury management and return to work planning starts as soon as possible after a worker is injured.
- We will support the injured worker and ensure that early return to work is a normal expectation.
- We will provide suitable duties for an injured worker as soon as possible. We recognise that meaningful and appropriate work can support recovery and will, where reasonably practicable, provide suitable duties that assist an injured worker's recovery at work.
- We will ensure that our injured workers (and anyone representing them) are aware of their rights and responsibilities – including the right to choose their own doctor and SIRA-approved workplace rehabilitation provider, and the responsibility to provide accurate and timely information relevant to the injury and recovery process.
- We will consult and communicate with injured workers, treating practitioners, workplace rehabilitation providers, insurers and other relevant parties throughout the injury management process.
- We will maintain the confidentiality and security of injured worker information in accordance with privacy and workers compensation requirements.
- We will not dismiss a worker as a result of a work-related injury within 6 months of becoming unfit for employment.

We are committed to the continual improvement of our injury management and return-to-work practices.

This policy is approved and issued by the Executive Director of Aster Services.



Michael Walshe
Executive Director
01 June 2026