

BP ANZ Rehabilitation & Injury Management Policy



BP Australia Pty Ltd and BP Oil New Zealand Ltd (BP) are committed to planning, implementing and maintaining an effective rehabilitation and return to work program which promotes the rapid recovery and return to work of employees affected by injury or illness resulting from work.

BP will:

- Ensure prompt reporting of injuries in compliance with legal requirements.
- Ensure rehabilitation commences as soon as possible, in line with medical restrictions and statutory requirements.
- Consult and engage with the injured employee to plan the employee's return to work.
- Consult, engage and cooperate with the relevant insurer and/or statutory authority as required, e.g. New Zealand is the Accident Compensation Corporation (ACC), to plan an employee's return to work.
- Promote the expectation by all employees that return to work in the shortest possible time following injury or illness is best practice, provided it is safe and practicable to do so.
- Ensure effective communication with and full involvement of the employee in rehabilitation and return to work.
- Provide prompt, practical and positive support to the employee by active involvement of Line Managers in the rehabilitation process.
- Liaise with all parties, ensuring effective and timely written and verbal communications.
- Provide suitable duties, where reasonable, when return to normal duties is not possible.
- Review regularly the employee's progress until full recovery has occurred.
- Ensure confidentiality is maintained in line with legal requirements.
- Ensure no employee is adversely prejudiced by participation in a rehabilitation program.

The injured employee's obligations include:

- Making all reasonable efforts to be engaged in the rehabilitation process to return to suitable work.
- Actively participate in return to work planning, treatment and rehabilitation assessments to evaluate future work prospects.
- Complying with the Rehabilitation and Injury Management Procedure, the agreed return to work plan and any agreed restrictions.

Further guidance:

Rehabilitation & Injury Management Procedure PRO-3.4-0000-0-04

BP's HSSE Manager should be contacted for any questions relating to the interpretation of this policy.

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