



SECTION	People and Culture
POLICY	Return to Work
DATE OF CREATION	1 July 2024
VERSION	2
DATE OF ISSUE	1 st September 2026
REVIEW DATE	31 st August 2027

1. Introduction

This policy is designed to provide a structured and supportive approach for Employees of Club Doncaster returning to work after an extended absence.

2. Eligibility

All Employees returning after a medical or personal leave of more than 30 days are covered under this policy.

3. Notification procedure

Employees should inform the People and Culture department at least two weeks before their intended return date. A medical fitness certificate, where applicable, must be submitted.

4. Roles and responsibilities

People and Culture – Oversee the return process, provide necessary resources, and ensure compliance.

Managers – Collaborate with the People and Culture department and provide support to the returning Employee.

Employee – Notify intent to return and engage in any required training or counselling.

5. Adjustments and accommodations

Club Doncaster is committed to making necessary adjustments to ensure the successful reintegration of our Employees. This might include modified work hours, ergonomic adjustments or additional training.

6. Review

This policy will be reviewed annually to ensure its effectiveness and relevance.

