

WORKPLACE REHABILITATION POLICY

Pipemech Australia recognises that there are substantial benefits to be gained from rehabilitation principles and practices and is committed to implementing them at the workplace. We recognise that the Workers' Compensation and Rehabilitation Act 2003 provide the legislative requirements for workplace rehabilitation activities.

Aim and Objective:

- + To educate all workers about the Workplace Rehabilitation Policy and Procedures and provide an understanding of the structure of what to expect when an illness exists or an injury occurs;
- + To educate line managers, supervisors and workers regarding their role and responsibilities for rehabilitation;
- + Ensure that a culture of acceptance for workplace rehabilitation exists;
- + Provide a process to support an early safe return of any worker who has a workplace injury/illness, and
- + The position of the rehabilitation and return to work coordinator is adequately resourced.

Commitment:

- + Provide a safe and healthy work environment, but in the event of an injury or an illness, ensuring workplace rehabilitation is started as soon as possible in accordance with medical advice;
- + Employees are obligated to inform supervisors immediately that an injury or incident has occurred;
- + Ensuring appropriate suitable duties are made available to injured or ill workers to facilitate their safe and early return to work. These duties must be consistent with the current medical certificate;
- + To develop, coordinate and monitor workplace rehabilitation strategies for injured workers, including developing of suitable duties plans in consultation with injured workers undertaking rehabilitation;
- + Respecting the confidential nature of medical and rehabilitation information and ensuring there will be both verbal and written confidentiality;
- + Ensuring all workers are aware that, in the event of injury or illness, they will be consulted to ensure a structured and safe return to work that will not disadvantage them;
- + Complying with legislative obligations with respect to the standard for rehabilitation;
- + Adopting a multidisciplinary approach to rehabilitation as required, and
- + Reviewing this policy and applicable procedures at least every year to ensure it continues to meet legislative requirements and the needs of all parties.

AUTHORISED BY



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