

POLICY //

REHABILITATION AND RETURN TO WORK

Alder Constructions was established in 2003 and undertakes commercial building, civil and infrastructure projects. Our core company goals, objectives and guiding company principles underpin of all our policies and work procedures. These principles include the delivery of profitable, sustainable and quality projects, in an enjoyable, family-feel environment which considers the well-being of all stakeholders.

Alder Constructions recognises that there are substantial benefits to be gained from rehabilitation principles and practices and are committed to implementing them in our workplace. We recognise relevant legislative support for workplace rehabilitation activities.

Experience has shown that workplace rehabilitation assists the healing process and helps restore the worker's normal function/s sooner. Workplace rehabilitation includes early provision of timely and adequate services, including suitable duties programs, and aims to:

- Maintain injured or ill workers at work or;
- Ensure the worker's earliest possible return to work or;
- Maximise the worker's independent functioning; and
- Provide for durable employment.

This policy has been developed as a joint worker-management agreement.

We are committed to:

- Providing a safe and healthy work environment, but in the event of an injury or an illness, making sure workplace rehabilitation is started as soon as possible in accordance with medical advice;
- 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 and will be time limited;
- 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;
- Engaging host employers where this is deemed to be the best approach to rehabilitating our workers; and
- Reviewing this policy and procedures to ensure it continues to meet legislative requirements and the needs of all parties.

Workplace rehabilitation procedures have been developed to support this policy. The procedure defines key terms, describes key roles and outlines steps in the return to work process and is available in the Business Management System.

Our Rehabilitation and Return to Work Coordinator is Paul Fullwood.

This policy is approved and issued by:



GREG ALDER
Managing Director



DEAN CHEFFERS
Chief Executive Officer