

## REHABILITATION POLICY

Andrew Walter Constructions recognises the benefits to all employees and our clients in assisting with the rehabilitation and return to work of any of our employees who suffer an injury or illness.

In compliance with the Workers' Rehabilitation and Compensation Act 1988, and always consistent with the medical advice, we will take all necessary steps to assist our employees to stay at or return to work following an injury or illness. We will:

- ❖ Develop rehabilitation programs and return to work plans, as soon as possible after an injury or illness, in consultation with employee, their treating doctor, manager/supervisor, workers' compensation insurer and other relevant parties.
- ❖ Maintain contact with employees who are absent from work due to injury or illness.
- ❖ Co-ordinate a graduated safe return to meaningful and productive work as early as possible.
- ❖ Provide suitable or alternative duties whenever possible and where practicable, carry out alterations to the workplace or work processes to assist a safe return to work.
- ❖ Promote understanding and acceptance amongst all employees that the best most effective rehabilitation takes place at work.
- ❖ Monitor and review return to work plans in consultation with any employee who is injured or ill to ensure progress towards a full recovery and return to normal duties.
- ❖ Maintain compliance with relevant rehabilitation legislation and regulations and to adopt a higher standard when considered necessary.

We will handle any occupational rehabilitation process responsibly and will observe and protect the rights and best interests of the injured/ill employee at all times.



Andrew Walter  
Managing Director.