



workplace rehabilitation

policy statement

SCEE is committed to accident prevention and health promotion. However, in the unlikely event that an employee suffers a work-related injury, illness or disability SCEE encourages the use of the return to work process as prescribed in the Safety, Rehabilitation and Compensation Act 1988 and Regulations 2002 and the various state workers' compensation and injury management legislation.

The aim of this policy is to support and contribute to the provision of workplace rehabilitation and assist employees to return to their pre-injury position as soon as possible or alternatively access the services of approved vocational rehabilitation providers if required. This will be carried out in consultation with the employee, medical practitioner and insurer to consider options for a return to other gainful employment either within SCEE or another employer.

The company's objectives in implementing this policy are:

- To establish a systematic approach to occupational rehabilitation services for all employees that meets or exceeds the various workers' compensation and injury management legislation requirements
- To ensure workplace rehabilitation is started as soon as possible in accordance with medical advice
- Ensuring appropriately 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
- To place emphasis on interventions aimed at maintaining injured employees within the workplace or returning them to appropriate employment in a timely and cost efficient manner
- To develop and encourage the expectation that it is normal practice following a work-related injury, illness or disability for people to return to meaningful, productive employment at the earliest possible time
- To appoint a Rehabilitation Coordinator from within the organisation to oversee the workplace based rehabilitation program.

SCEE supports a flexible approach to return-to-work programs so that, where practicable, the rehabilitation needs of the individual can be accommodated. However, it also acknowledges that return-to-work goals must be achieved within a realistic time frame. Workplace rehabilitation and injury management procedures have been developed to support this policy. The procedures define key terms, describe key roles and outline steps in the return to work process.

A handwritten signature in blue ink that reads "Graeme Dunn".

Graeme Dunn
Managing Director/CEO

Date: 28th June 2019

Doc ID: SCEE-HR-IM-POL-0001 Rev 4.0



SCEE Infrastructure, SCEE Construction and SCEE Services are divisions of Southern Cross Electrical Engineering Limited (SCEE)