

Injury Management and Rehabilitation Policy

Stubbs Constructions is committed to fostering a safe and healthy workplace, committed to the prevention of injury and illness, where returning to work as soon as possible is the normal expectation. We support an injury management program which provides a framework for a coordinated and integrated approach to workplace injury and illness. We recognise there are substantial benefits to be gained from rehabilitation principles and practices and is committed to implementing them.

Rehabilitation is the managed process of restoring the health and wellbeing of a person who is injured, incapacitated or contracts a disease whilst employed by the organisation. The process involves early intervention with appropriate services, based on a consultative assessment of the individual's needs. These needs may relate to the physical, psychological, social and vocational requirements of the injured person in returning them to their pre-injury job or in assisting them into alternative employment.

Across all organisational operations - developing, implementing and maintaining effective workplace injury management and rehabilitation procedures that are compliant with legislative requirements. This is achieved by:

- providing a system for reporting, as soon as reasonably practicable, the occurrence of injury or illness;
- ensuring contact is made with the injured employee, as soon as practicable after the injury;
- ensuring the rehabilitation process is commenced as soon as possible following injury or illness, to ensure speedy recovery and to avoid long term issues;
- ensuring consultation with workers for participation in a return-to-work programme; to ensure an early and safe return to work that will not disadvantage them;
- formalising a return-to-work plan and return-to-work coordinator through consultation with service providers, injured parties and organisational management;
- providing access to accredited rehabilitation providers, where required, to ensure the provision of quality rehabilitation services. An employee may choose their own rehabilitation provider;
- providing meaningful and suitable duties for the period of rehabilitation; and
- providing ongoing consultation with employees and their representatives regarding the rehabilitation program.

A handwritten signature in black ink, appearing to read 'Wayne Licht', with a long horizontal flourish extending to the right.

Wayne Licht
Managing Director
Stubbs Constructions Pty Ltd

Date: 30 June 2022

Review Date: 30 June 2024