

# Injury Management and Rehabilitation Policy

It is the policy of WorkPac Group of Companies to make provision for the occupational rehabilitation of all employees who have sustained a work-related illness, injury or disability.

In this context, rehabilitation is defined as:

*"A managed process of restoring an injured person to the fullest physical, psychological, social, vocational and economic function of which they are capable."*

Early intervention with effective injury management and rehabilitation provides physical, psychological, social and financial benefits to employees, while minimising disruption to work and reducing costs to the employer.

## Objectives:

- To establish a structured approach to rehabilitation services for all employees following work related illness, injury or disability;
- To develop and encourage the expectation that it is normal practice, following work related illness, injury or disability for persons to return as soon as possible to appropriate employment;
- To commence the managed, safe and early return to meaningful, productive employment at the earliest possible time consistent with medical opinion;
- To appoint a person as a co-ordinator to oversee the workplace-based rehabilitation program; and
- In conjunction with the client and injured person, to form a rehabilitation case team to achieve the desired objectives.

Signed:

Hamish Griffin  
Chief Executive Officer  
WorkPac Group of Companies  
Date: 21<sup>st</sup> March 2022

