

REHABILITATION POLICY

Policy Statement

We are committed to providing occupational rehabilitation to employees who have sustained a work-related injury, illness or disability.

Our primary objective is to prevent injury, illness or disability in the workplace. We believe effective management of rehabilitation is in the best interest of both the injured employee and the employer; and that early intervention and managed rehabilitation provides physical, psychological, social and economic benefits to employees while minimising disruption in the workplace.

Dalycrete will:

- Create a workplace environment conducive to rehabilitation of an injured employee.
- Promote the understanding that it is normal practice for the employee to return to meaningful, productive employment, consistent with medical opinion.
- Assist employee to restore self-image, reduce stress, and re-adjust to the work environment and society in general.
- Establish a structured rehabilitation program compliant with applicable Regulations, Standards and Codes in effect at the time.
- Treat all information gained through the program with the strictest confidentiality.
- Foster awareness of the benefits of rehabilitation to all parties.

To ensure the effectiveness of our rehabilitation program we will work with safety and health professionals to facilitate successful injury management, by:

- Ensuring immediate, accurate medical assessment and treatment.
- Providing alternative duties until employee is fit to resume normal occupation.

- Re-training employee for alternative employment if necessary.

Personal responsibility:

- All parties are involved in the rehabilitation process of self and any affected employee.
- Management recognises it is accountable for integrating affected employees back into the workforce.
- Management is accountable for understanding the scope of any restrictions and/or physical limitations placed upon the affected employee.
- Management will ensure such restrictions and limitations are understood by fellow employees, while not breaching confidentiality.

Ryan Daly
Director
Dalycrete

