



1st July 2011

ABN 71 097 095 611



OCCUPATIONAL REHABILITATION POLICY

RCCC Civil Contracting management and employees are committed to the occupational rehabilitation of workmates who have been injured or contracted an illness during the course of their employment.

Our goal is to control workplace risk to the health and safety of all employees and eliminate the need for occupational rehabilitation.

In order to achieve this management is responsible to:

- ensure the rehabilitation process commences as soon as possible to aid recovery and avoid other long term issues;
- facilitate communication between all parties involved in the process;
- provide a safe workplace and modified duties for the employee where reasonably practical;
- promote awareness of the process through providing information, instruction, training, and supervision.
- ensure participation in the process does not prejudice the employee; and
- encourage a positive work environment for the employee.

Each employee has an obligation to:

- take reasonable care of their own health;
- recognise their duty of care to protect individual health and safety;
- comply with any reasonable management direction; and
- report all workplace accidents as soon as possible.

We acknowledge that the successful rehabilitation of affected workmates requires the involvement, patience and commitment of everyone in the workplace.

A handwritten signature in blue ink, appearing to read 'P. R. Curry', is written over a faint, illegible printed name.

P. R. Curry
Manager
RCCC Civil Contracting Pty Ltd