

## REHABILITATION & RETURN TO WORK

At **GEC**, we are committed to the prevention of injury and illness in our workplace, however we acknowledge that events can occur requiring care and treatment of personnel injured in the course of their duties.

Where these circumstances arise, we will actively provide rehabilitation and return to work support for our employees to enable a complete recovery with return to normal duties.

At GEC, we will provide prompt care for any injured worker, with support from qualified medical practitioners. We will ensure that injured workers are engaged at the earliest possible time to re-introduce them into the workplace with alternate duties that are both relevant and productive. Injured workers will receive encouraging support from our workforce to facilitate a natural return to work.

### **This will be achieved through:**

- Ensuring the rights and responsibilities of personnel are communicated and personnel are consulted regarding rehabilitation processes.
- Commencing the management of injuries and illnesses promptly following medical advice.
- Establishing resilient processes with all stakeholders (the injured employee, rehabilitation coordinator, supervisor, and medical personnel) to develop and implement suitable rehabilitation programs facilitating a successful return to work for injured workers.
- Maintaining confidentiality of information during the process.
- Providing sufficient resources to meet these commitments.

*Approved by*



**Trent McKenzie**  
*Chief Executive Officer*  
Global Engineering & Construction Pty Ltd

13 March 2021