

REHABILITATION / RETURN TO WORK (RTW) POLICY

ICI Industries Pty Ltd is committed to providing the opportunity for all employees to participate in occupation rehabilitation Return to Work programs in order to resume their normal place in the workforce following injury or illness sustained in the workplace.

Objectives

ICI Industries Pty Ltd is committed to:

- Establishing a structured approach to rehabilitation services for all employees following work related illness, injury or disability.
- Assisting in an early, safe return to meaningful and productive work an injury or illness.
- Ensuring that rehabilitation commences at the time of injury or when treatment is first started whichever is the most practical.
- Ensuring that there is an early and accurate medical assessment and involvement of rehabilitation specialists, when needed to support the role of the treating medical practitioner.
- Ensuring that support is provided to the injured person and his or her family.
- Providing suitable alternate duties for an injured person, as an integral part of the rehabilitation process.
- Consulting with employees to ensure that our rehabilitation programs operate effectively.
- Respecting the confidentiality of employees.

Early intervention with effective rehabilitation provides physical, psychological, social and financial benefits to employees, while minimising disruption to the workplace.

The safety of people takes precedence over everything else

Graham Foley

MANAGING DIRECTOR

SIGNATURE

DATE