

# Rehabilitation Policy

## *Rehabilitation Policy Statement*

*J.J. Richards & Sons Pty Ltd (incorporating J.J. Richards Engineering Pty Ltd, Regwaste Australia, EnviroCom Australia & J.J. Richards North End Pty Ltd) actively supports accident/incident prevention and promotion of safe work practices. We support rehabilitation principles and practices and are dedicated to managing injured employees back to the workplace.*

## **Workplace Rehabilitation Goals**

We believe workplace rehabilitation involves the provision of genuine care through early intervention and ongoing support, including suitable duties programs, which aim to:

- Maintain workplace relationship while injured or ill;
- Ensure the worker's earliest possible return to work;
- Maximise the worker's professional and social autonomy if return to work is precluded;

This policy has been developed as a joint employee-management agreement.

## **Commitment to Rehabilitation**

We are committed to:-

- **Providing a safe and healthy work environment;**
- **Ensuring appropriate suitable duties are made available** where possible to injured or ill workers to facilitate their safe and early return to work;
- Respecting the confidential nature of medical information and ensuring there will be both verbal and written confidentiality;
- **Consulting with all workers in developing their rehabilitation plan** so they will not be disadvantaged in any way;
- **Complying with legislative and professional standards** in conducting rehabilitation;
- Utilising all professional resources necessary for an effective return to work.



J.J. Richards - Director



P.B. Richards - Director



J.M. Parsons - Director

**J.J. Richards**  
& Sons Pty Ltd

21 September 2010  
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