

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 Liquid Waste Services) 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



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