

INJURY MANAGEMENT POLICY

It is APH Contractors Pty Ltd policy that:

- The rehabilitation process will commence as soon as possible after an injury, consistent with medical advice;
- Returning injured employees to the workplace on suitable duties, under medical guidance, is to be the normal expectation;
- APH Contractors will, where possible, ensure suitable duties are made available to all, partially incapacitated employees. This is to be an integral part of the rehabilitation process;
- Consultation will be maintained with the employees and their representatives in the development and operation of the rehabilitation program, consistent with the need for privacy in the details of any case;
- Participation in the rehabilitation program will not, in itself, prejudice an injured employee;
- Responsibility for ensuring the successful rehabilitation of an injured employee rests with their supervisor and management.
- Our company doctor and rehabilitation coordinator will provide assistance and guidance, but the task of identifying and providing suitable duties are the responsibility of the section manager or supervisor.

A handwritten signature in black ink, appearing to read 'Frank Kenny'.

Frank Kenny
Managing Director

01/07/2018