



INJURY MANAGEMENT POLICY

The Markwell Group recognises that there are substantial benefits to be gained from rehabilitation principles and practices and we have committed to implementing an effective injury management program that will ensure occupational rehabilitation and support is provided for any employee who suffers a work related injury or disease.

POLICY STATEMENT

As part of our injury management program, employees shall receive the most appropriate level of care. All levels of management are responsible for ensuring effective injury intervention and an early safe return to work are achieved. Experience has shown that workplace rehabilitation assists the healing process and helps restore normal function sooner. Workplace rehabilitation includes early provision of timely and adequate services, including suitable duties programs, and we aims to:

- Provide a safe and healthy work environment, however in the event of an injury or an illness, making sure workplace rehabilitation is started as soon as possible in accordance with medical advice.
- Ensure appropriate suitable duties are made available to injured or ill workers to facilitate their safe and early return to work. These duties must be consistent with the current medical certificate and will be time limited.
- Respect the confidential nature of medical and rehabilitation information and ensuring there will be both verbal and written confidentiality.
- Ensure all workers are aware that, in the event of injury or illness, they will be consulted to ensure a structured and safe return to work that will not disadvantage them.
- Comply with legislative obligations with respect to the standard for rehabilitation and return to work
- Reviewing this policy and associated procedures to ensure their effectiveness.

Gavin Markwell
Managing Director