

REHABILITATION POLICY

***DEFINITION:** Occupational Rehabilitation Services means specialist services, such as workplace assessments, vocational assessments, preparation of complex return to work plans, functional assessments, etc, that are available to assist injured staff to return to suitable and safe employment.*

Smith Earthmoving is committed to a proactive approach to the rehabilitation of our employees where an injury or illness prevails as a result of a work related activity. Where a non-work related injury occurs due to employee's personal off-duty activities, we shall endeavour to assist our employees by seeking alternative suitable duties to aid the process of rehabilitation.

A specific 'return to work' program will be prepared and implemented that will aid speedy recovery and assist the employee to re-establish him/her safely back in to the work place environment. This requires commitment from employees to work together with the Company for mutual benefit.

Smith Earthmoving shall:

- Develop and implement a purposeful 'Return to Work' program for the injured person
- Provide suitable duties to the injured person
- Show consideration for employee's well-being and personal needs
- Ensure that the total focal point of rehabilitation is for the employee to return to a safe working environment
- Assist the employee to manage any stress associated with the employee's
 - lack of self-esteem and confidence

Authorised by: _____

Wayne Smith
Director/CEO
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