

Rehabilitation Policy

Hirotec in pursuit of the best practice levels of physical and psychological recovery for our employees, will ensure appropriate rehabilitation and return to work processes are available to any employee who incurs a work related injury or illness.

Managers are responsible for the development and implementation of the Rehabilitation Policy and Procedures.

Primary Goal

The primary goal of the Policy and associated procedures, is the early return to work of employees to safe and suitable duties, at the highest possible level of function.

Objectives

The objectives of the Rehabilitation Policy are to:

- Identify and assess the need for rehabilitation as early as possible;
- Recognise the role, rights and responsibilities of all participants in each circumstance;
- Facilitate the early and safe return to work of any employee following a work related injury or illness;
- Ensure that employees are informed of their rights and responsibilities and are involved in all decisions and actions related to their rehabilitation;
- Ensure the welfare of injured employees is maintained;
- Ensure appropriate training and education of all personnel involved in rehabilitation in line with designated responsibilities; and
- Ensure that participation in the return to work/rehabilitation process will not disadvantage employees.

Procedures have been developed to ensure that the aims of our rehabilitation policy are effected in all our rehabilitation/return to work processes.

This policy and associated procedures will be reviewed in consultation with the relevant parties on an annual basis to ensure that they are relevant and effective.

PAUL SICARI
Director
