WORKERS REHABILITATION POLICY
QC810

GCo Australia will provide rehabilitation to employees who have suffered a work related injury or illness. GCo Australia will proactively manage early recovery of employees who have an injury or illness through a workplace rehabilitation program that includes the opportunity to participate in non-work related rehabilitation.

GCo Australia will manage workers rehabilitation by undertaking the following:

- Establish a structured, systematic workplace based approach to injury and claims management for all employees who have sustained a work-related injury or illness.

- To coordinate a workers safe return to productive employment at the earliest opportunity, through the effective and ongoing communication and active participation of key parties at all stages of the return to work process.

- In the event of injury or illness, rehabilitation is started as soon as practicable in accordance with medical advice.

- Assess if rehabilitation is mutually beneficial to both the employee and GCo Australia.

- Ensure employees will not be disadvantaged by participating in rehabilitation.

- Work with our Workers Compensation Insurer to ensure the rehabilitation process complies with statutory requirements.

- Promote workplace rehabilitation as a normal expectation for employees who sustain a work related or non-work related injury or illness in the course of their employment.

- Ensure employees are consulted in the development of a rehabilitation and return to work plan.

- Work with medical services personnel to plan appropriate suitable duties to the injured / ill employee to facilitate their safe and early return to work.

- Consider the physical, psychological, family / social, and work elements of the employee.

- Ensure information obtained during rehabilitation is treated with appropriate sensitivity and confidentiality

Anthony Opalinski

CEO