



## REHABILITATION POLICY

Central to Industrial Installation and Maintenance ("IIM") business culture is our commitment to the safety and rehabilitation of all our employees. Should a workplace injury or illness occur, we are committed to assisting the injured person to recover by developing and implementing a Return to Work (RTW) Program to facilitate an early recovery and return to work

Specifically, IIM is committed to the following principles:

1. Providing a safe and healthy work environment and in the event of an injury or an illness, making sure a RTW program is commenced as soon as possible and in accordance with medical advice.
2. Ensuring alternate and meaningful duties are made available to the injured or ill worker to facilitate their safe and early return to work.
3. Respecting the confidential nature of medical information and ensuring there will be both verbal and written confidentiality.
4. Ensuring all workers are consulted in the development of their RTW plan for a structured a safe return to work that will not disadvantage them.
5. Ensuring the injured worker has access to suitable treatment to assist in their recovery

▲ This policy will be reviewed as a minimum every three years to ensure best practice approach to RTW and that it continues to meet legislative and organisational requirements.

Richard Arnold

Director  
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