

## WORKPLACE REHABILITATION POLICY

Neo Civil Pty Ltd operates in all areas of civil construction and we focus on continual attention to the safety and health of our workforce, and the ways in which safety can be improved. The safety of our workforce, associates and the public are of paramount importance to the company. Neo recognises that there are substantial benefits to be gained from rehabilitation principles and practices and is committed to implementing them at this workplace.

Experience has shown that workplace rehabilitation assists the healing process and helps restore the worker's normal function sooner. Workplace rehabilitation includes early provision of timely and adequate services, including suitable duties programs, and aims to:

- Maintain injured or ill workers at work, or
- Ensure the worker's earliest possible return to work, or
- Maximise the worker's independent functioning if return to work is precluded.

This policy has been developed as a joint worker-management agreement.

Neo is committed to:

- Providing a safe and healthy work environment, but in the event of an injury or an illness, making sure workplace rehabilitation is started as soon as possible in accordance with medical advice.
- Ensuring appropriate suitable duties are made available to injured or ill workers to facilitate their safe and early return to work. These duties must be medically approved and will be time limited.
- Respecting the confidential nature of medical information and ensuring there will be both verbal and written confidentiality.
- Ensuring all workers are aware that, in the event of injury or illness, they will be consulted to develop their rehabilitation plan for a structured safe return to work that will not disadvantage them.
- Adopting a multidisciplinary approach to rehabilitation as required.
- Reviewing this policy and procedures at least every two years to ensure it continues to meet legislative requirements and the needs of all parties.



**Mike McGurk**  
General Manager  
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