

# RETURN TO WORK AND REHABILITATION POLICY

MCS Civil (NSW) Pty Ltd recognises and accepts its obligation to help workers to stay at work or return to work after a work-related injury or illness.

## Under the business return to work policy:

- Appropriate action, including rehabilitation, will commence as soon as possible after a work-related injury or illness has been reported
- Any worker who suffers a work-related injury or illness will be returned to work in the safest and earliest practicable time; and
- Any worker who cannot resume his/her previous duties will be returned to suitable alternative work that does not jeopardise his/her wellbeing or the safety of others

## Our commitment to this policy means that:

- Early reporting and early intervention at the workplace are necessary to minimise the potential effect on the injured worker
- Returning to work at the safest and earliest possible time after injury or illness is a normal workplace practice and expectation
- A return to work plan will be established in conjunction with the worker, WorkCover co-ordinator and doctor as soon as possible
- The return to work program will commence as soon as possible after injury or illness
- Where possible, suitable duties that do not jeopardise the wellbeing of the worker will be provided as part of the return to work program
- Information regarding a worker's return to work and rehabilitation will remain confidential
- Participation in a return to work program will not, of itself, prejudice any worker
- Return to work activities will be reviewed weekly (or as otherwise determined) in consultation with the worker to ensure that he/she is progressing satisfactorily

All workers are expected to co-operate to ensure that this policy is followed.

## Signed By:

Christopher Murphy

Managing Director



Signature

21<sup>st</sup> September 2024

Date