

Rehabilitation Policy

Policy Statement

CS Energy is committed to promoting the recovery of any employee who has an injury or illness.

It is recognized that there are substantial benefits to the ill or injured worker from implementing a workplace rehabilitation system.

Objectives

- To assist an injured or ill employee to return to meaningful and productive work.
- To establish that all CS Energy employees have the right to rehabilitation and that it will be the usual course of action following injury or illness.
- To ensure that rehabilitation commences as soon as practicably possible in accordance with medical advice.
- To ensure support is provided to the ill or injured employee and his or her family.
- To maximise the employee's independent functioning (via a suitable duties programme) if return to normal duties is precluded.

Scope

This policy applies to the management of rehabilitation for all CS Energy employees with work-related and non-work related injury and illness. The policy has been developed with input and consultation from our employees.

Policy Commitment

CS Energy is committed to:

- Prevention of injury and illness in the workplace.
- Providing suitable duties/employment to an injured or ill employee, as an integral part of the rehabilitation process.
- Ensuring that no employee will have his or her employment prospects prejudiced by participation in the rehabilitation process.

- Respecting the confidential nature of medical information and ensuring there will be both verbal and written confidentiality.
- Using a consultative approach to rehabilitation to ensure the effectiveness of the process.
- Ensuring compliance with the Workers' Compensation and Rehabilitation Act, Regulations and other relevant Legislation.
- Reviewing this Policy and our procedures regularly to ensure it continues to meet the needs of all of us.
- Embedding awareness and adoption of this Policy throughout the Management Team.

Responsibility and Authority

General Managers and Site Managers: provide leadership to ensure communication and implementation of rehabilitation policy and procedures.

Health and Safety Manager: monitors rehabilitation systems and performance.

Rehabilitation Coordinators: provide rehabilitation advice to site management teams; coordinate rehabilitation programs and services; engage the services of medical practitioners, rehabilitation providers and other health professionals.

Employees: comply with the requirements of the rehabilitation policy and procedures; report injuries as soon as practicable; apply for workers compensation; advise their Doctor of the availability of workplace rehabilitation and minimize the cost of an injury by actively participating in workplace rehabilitation.

