

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 helping workers to stay at work or make an early and safe return after an injury minimises the impact of injury on them and their families.

Objectives

CS Energy is committed to:

- Assisting an injured or ill employee to return to meaningful and productive work
- Ensuring that all CS Energy employees have the right to rehabilitation and that it will be the usual course of action following injury or illness.
- Ensuring that rehabilitation commences as soon as practicably possible in accordance with medical advice.
- Ensuring support is provided to the ill or injured employee and his or her family.
- Maximising the employee's independent functioning (via a suitable duty programme) if return to normal duties is precluded.
- Ensuring compliance with the Workers' Compensation and Rehabilitation Act, Regulations and Other Legislation

Scope

This policy applies to the management of rehabilitation for all CS Energy employees with work-related and non-work-related injury and illness.

Responsibilities

General Managers and Site Managers

- Provide leadership to ensure communication and implementation of rehabilitation policy and procedures.

Head of Health and Safety

- 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.

Actions

CS Energy's actions to support this policy are:

- Providing a safe and healthy work environment
- Encouraging the early reporting of injuries
- Making suitable duties available to injured workers as soon as possible after an injury occurs
- Consulting with injured workers to develop their suitable duties program
- Respecting the confidentiality of our worker's medical and rehabilitation information Alternatively use a summary paragraph.

Related legislation, policies, standards and regulations.

CS Energy is committed to ensuring compliance with the Workers' Compensation and Rehabilitation Act, Regulations and other legislation.

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