

Ancon Homes (NSW) Pty Ltd

Rehabilitation and Return to Work Policy

Ancon Homes (NSW) Pty Ltd strives to provide a safe workplace for our workers. Should a work-related injury or illness be sustained we are committed to assisting in a return to normal duties in a safe and timely manner.

In the pursuit of this commitment, we will endeavour to:

- Achieve a safe, healthy and incident free workplace.
- Adequately inform workers of their rights and responsibilities with regard to incident reporting and workers compensation requirements including rehabilitation & return to work.
- Commence management of the injury / illness as soon as possible after the event and in accordance with medical advice.
- Adopt the principal that returning to work as soon as possible after a workplace injury or illness is normal practice and an expectation.
- Provide suitable duties where practical and that they be meaningful, productive, safe and appropriate, with a view to return to normal, pre – injury duties.
- Establish lines of communication for our workers to consult on matters relating to their rehabilitation and return to work program; to provide support, opportunities for dispute and grievance resolution and to ensure it's on – going effectiveness.
- Treat the workers with equity and respect and to promote that participation in any rehabilitation and return to work initiatives are beneficial and will not disadvantage them in any way.
- Maintain confidentiality of workers' information during the injury management process.
- Provide and liaise with appropriate qualified personnel as applicable including workplace Rehabilitation & Return to Work Coordinators, accredited rehabilitation providers, insurers and medical practitioners.

Jason Commisso

Director

Signature

28th March 2024

Date