

REHABILITATION AND RETURN TO WORK POLICY

Alternate Constructions Pty Ltd is committed to providing the best practical level of physical and psychological recovery for any employee who is injured or made ill through their work activities.

Alternate Constructions Pty Ltd strives for the early recovery of any employee with a work related injury or illness, consistent with medical advice and will in all circumstances endeavour to return them to full pre-injury duties.

With co-operation and willing participation of our employees we endeavour to deliver this by:

- Communicating our commitment to our employees and medical practitioners on the engagement of employment and at the occurrence of the injury / illness;
- Creating a supportive team environment, conducive to rehabilitation and an expedient return to work;
- Instilling a workplace culture where remaining at or returning to work as soon as is safely possible after injury or illness is normal workplace practice and expectation;
- Develop Rehabilitation and Return to Work Plans on an individual basis (as per legislative requirements), in consultation with the injured employee, supervisor, medical practitioner and any other relevant parties;
- Identify, assess and commence rehabilitation as soon as practicable after an injury / illness, with the approval of the treating practitioner;
- Respect the rights, welfare and confidentiality of injured / ill employees at all times;
- Ensure participation in a return to work program will not prejudice any employee; and
- Periodically review this policy.

To implement this Policy, all Management and employees are expected to demonstrate their commitment through their actions and co-operation so the Company's obligations under this policy are not compromised.



Tim Collingwood
General Manager
Alternate Constructions Pty Ltd

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