



MCS Civil (NSW) Pty Ltd

## REHABILITATION POLICY

This policy encompasses all MCS Civil NSW projects. This policy also applies to projects involving MCS Civil which are being carried-out under a joint venture arrangement, where no other policy of this type exists.

### Objective

It is acknowledged that by creating a workplace climate that supports workplace-based rehabilitation, a timely and safe return by an injured or ill employee to the workplace, is a normal practice and expectation. Consistent with this commitment, MCS Civil will endeavour to provide a Return to Work Plan that includes suitable duties that are consistent with the injured workers' capabilities to enable partially incapacitated employees an early return to work.

When a return to work is not possible MCS Civil is committed to ensuring that various agencies assist the injured or ill employee returns to a meaningful and fulfilling role within the community.

### Commitment

MCS Civil is committed to:

- Providing a safe and healthy working environment for its employees, its subcontractors and their employees thus preventing injury and illness wherever possible;
- Ensuring that all MCS Civil employees are made aware of their rights and responsibilities under the relevant state legislation;
- Ensuring that any employee who suffers an occupational injury or illness receives early medical diagnosis and treatment;
- Ensuring that participation in a rehabilitation program will not, of itself, prejudice an injured or ill employee and expects all employees to cooperate with our rehabilitation efforts; and
- Consultations with its employees and where appropriate with industrial union representing those employees in developing rehabilitation programs.
- Providing all necessary resources for the establishment of an integrated rehabilitation; and program for all employees, and to ensuring that any sick or injured employee enters the occupational rehabilitation process as soon as possible in a manner consistent with medical judgment.