
IMS02.06 REHABILITATION POLICY

1. Introduction

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.

2. Objective

2.1. It is acknowledged that by creating a workplace climate that supports workplace-based rehabilitation:

- 2.1.1. A timely and safe return by an injured or ill employee to the workplace, is a normal practice and expectation.
- 2.1.2. 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.
- 2.1.3. 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.

3. Commitment

3.1. MCS Civil is committed to:

- 3.1.1. Providing a safe and healthy working environment for its employees, its subcontractors and their employees thus preventing injury and illness wherever possible.
- 3.1.2. Ensuring that all MCS Civil employees are made aware of their rights and responsibilities under the relevant state legislation.
- 3.1.3. Ensuring that any employee who suffers an occupational injury or illness receives early medical diagnosis and treatment.
- 3.1.4. Ensuring that participation in a rehabilitation program will not, of itself, prejudice an injured or ill employee.
- 3.1.5. Ensuring all employees to cooperate with our rehabilitation efforts.
- 3.1.6. Consultations with its employees and where appropriate with industrial union representing those employees in developing rehabilitation programs.



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- 3.1.7. 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.

Authorised Signature

A handwritten signature in cursive script, appearing to read "Roy Hendy", written over a vertical line.

Roy Hendy
06/01/2021

4. References

Document Title	Standard/Section No.
Work Health & Safety Act	2011
Workers Compensation Act	1987
Work Health & Safety Regulations	2017
Workers Compensation Regulations	2016

5. Responsibility/Monitoring

Sections 1&2	Managing Director
Section 3	Senior Management

6. Documentation Required

- FRM-110 Accident/Incident Investigation Report.
- IMS17 Legal & Other Regulatory.

7. Document Control

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