



**Precision
Delivered**

OHS & R – Rehabilitation Policy

CICG Pty Ltd has a total commitment to the health, safety, rehabilitation, and welfare of all persons at our workplaces; and to the timely and Cost Effective Rehabilitation of Injured Employees.

CICG Pty Ltd is also committed to providing a workplace based Occupational Rehabilitation Service for all workers, and to that end will have a nominated Rehabilitation Coordinator and ensure that the Policy is displayed in all workplaces.

Our commitment involves:

- Preventing injury and illness through the provision of a healthy and safe working environment;
- Ensuring that all Employees are aware of the Rehabilitation Program and provide appropriate information to an injured Employee in order to facilitate their understanding and acceptance of the rehabilitation service provided;
- Enacting timely referrals to Rehabilitation Providers to ensure that occupational rehabilitation commences as soon as possible after an injury or illness;
- Providing suitable employment/duties, where practicable, for an injured Employee, or partially incapacitated worker, as an integral part of the rehabilitation process;
- Consulting with workers and their representatives to ensure that our rehabilitation program operates effectively; and
- Ensuring that any rehabilitation program will not of itself prejudice an injured worker.

CICG Pty Ltd Management and the OHS&R Management System will also ensure that other Employers provide workplace rehabilitation to their Employees engaged at our workplaces, in accordance with the Occupational Health & Safety Act (VIC) 2004, Accident Compensation Act (VIC) 1985 and Accident Compensation Regulations (VIC) 1990.

The CICG Pty Ltd Rehabilitation Coordinator will make every effort to resolve disputes regarding rehabilitation by consultation with the Employee, Manager, and where applicable, the Rehabilitation Provider and the Employee's Representative. Unresolved disputes may be referred to the WorkCover Authority Rehabilitation Mediation Service.

Managing Director
CICG Pty Ltd
April 2019



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