

# DITCHFIELD

## INJURY MANAGEMENT AND REHABILITATION POLICY

Ditchfield Contracting is a civil and mining construction company that has been operating since 1994. This Injury Management and Rehabilitation Policy applies to all Ditchfield employees and operating contracted sites.

Ditchfield Contracting Pty Ltd (Ditchfield) is committed to managing workplace injuries and providing for the occupational rehabilitation of all employees who have sustained a work related illness, injury or disability. The Company's goal is a safe and enduring return to work for the injured workers to pre-injury duties.

Ditchfield will coordinate and implement a workplace managed process, to facilitate an employee's efficient and cost-effective return to suitable employment as soon as practicable within a supportive work environment.

Our commitment to this policy is as follows:

- To prevent injury and illness by providing a safe working environment for all employees and contractors.
- To ensure that returning to work as soon as possible after the injury is a normal practice and expectation.
- To ensure that Return to Work Plans are developed by a qualified Return to Work Coordinator.
- To ensure that occupational rehabilitation by accredited rehabilitation providers is available for injured persons.
- To ensure that injured persons are appropriately consulted throughout the rehabilitation process.
- To ensure that all employees are adequately informed of their rights under the Workers Compensation Act 1987 and Workplace Injury Management & Workers Compensation Act 1998. An individual return to work plan will be developed when the injured employee, according to medical advice, is capable of returning to work.
- The injured employee will be provided with suitable duties that are consistent with medical advice and are meaningful, productive and appropriate to the injured employee's physical and psychological condition.
- Depending on the individual circumstances of the injured employee, suitable duties may be at the same workplace or a different workplace, the same job with different hours or modified duties, a different job and may involve full-time or part-time hours.

This policy will be reviewed every 3 years and will be communicated to our employees, customers, suppliers and subcontractors. It is available to the public via the Company's website [www.ditchfield.com.au](http://www.ditchfield.com.au)



**WARREN DITCHFIELD**  
**Managing Director**

19<sup>th</sup> December 2022



QHS Certification Services



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