



Under health and safety legislation and workers compensation legislation, an employer is required to establish a workplace return to work programme and policy to assist injured workers to return to work.

Injury management aims to provide an early, safe and durable return to work for workers suffering from work related injury or illness by using the workplace itself as a vital part of the rehabilitation process.

### Gongues Constructions commitment

Gongues Constructions is committed to the prevention of illness and injury by providing a safe and healthy working environment (see IMS Policy).

Gongues Constructions is committed to the rehabilitation of injured workers. Gongues Constructions aims to conduct injury management in the workplace to make sure all injured workers can recover and return to work by;

- providing full support throughout the rehabilitation process to minimise the effects of the injury and will make sure an early return to work is a normal practice and expectation
- ensuring early access to rehabilitation services, e.g. accredited rehabilitation providers for all who need them
- providing suitable duties for an injured worker as an integral part of the rehabilitation process
- consulting with workers and where applicable any industrial union representing them to make sure the return to work programme operates smoothly and effectively
- informing workers of their rights in relation to a worker's compensation claim including the choice of doctor and accredited rehabilitation provider
- providing access to interpreter services
- ensuring participation in return to work programme will not of itself prejudice an injured worker
- ensuring no dismissal within six months of injury, solely or principally because of that injury
- advising employees that participation in rehabilitation is voluntary but nonparticipation may result in reduced weekly benefits

The policy is a public document; it shall be clearly displayed and made available to all interested parties.

This policy applies to all sites where Gongues Constructions is performing work and covers all our activities and services.

This policy has been reviewed for suitability, adequacy, effectiveness and has been authorised for use by the following Directors;

Mr Carlos Gonçalves

Mr Herculano Gonçalves

Mr Aladino Domingues