



REHABILITATION AND INJURY MANAGEMENT POLICY

Gongues Constructions shall ensure, as reasonably practicable, that the health and safety for management and workers (which includes employees, contractors and volunteers) does not place them at risk or injury through daily operations.

In the event of a work-related injury or illness, Gongues Constructions will assist workers to achieve a safe return to work, in a way that will facilitate their best possible recovery. In keeping with best practice injury management, Gongues Constructions will focus on early intervention, active case management and outcomes-based rehabilitation to enable optimal return to work.

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 shall be reviewed every three (3) years to maintain suitability, adequacy, and effectiveness to the organisation and has been authorised for use by the Managing Director.

Carlos Gonçalves
Managing Director