



Clermont Crane Hire Pty Ltd

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Return to Work Program (CCH Policy 017)

As employers we are committed to:

- Providing and upholding a work environment that has as low as reasonably practical risk of injury or illness to the health of our employees, whilst continually striving to prevent work related injuries.
- Providing early rehabilitation after an injury consistent with the nature of the injury/illness, after seeking appropriate medical advice.
- Providing support to the injured employee throughout the rehabilitation process to minimise the effects of the injury and ensure that an early return to work is a normal practice and expectation.
- Providing meaningful, suitable duties/employment for an injured employee as soon as it is safely possible, and as far as is practicable in the workplace and where available.
- Consulting with employees to ensure the return to work program operates effectively.
- Ensuring that participation in a return to work program will not itself prejudice an injured employee. The Clermont Crane Hire Pty Ltd (CCH) Return to Work Coordinator - (Salih Zanatta).

Workplace Return to Work Plan

When an injury occurs:

- First aid will be provided immediately by a qualified first aider.
- Employees are required to notify their supervisor of any injury immediately. The supervisor will then notify the Manager immediately of the employee's injury.
- An accident investigation will be conducted with the objective of preventing recurrence.

Following an injury:

- The Return to Work Coordinator will assist in developing and complying with an individual injury management plan for an injured employee.
- The Return to Work Coordinator will maintain a case file and protect the confidentiality of this information.
- Appropriate assistance will be given to workers permanently unable to return to pre-duties.

Finding suitable duties:

- When an injured employee is capable of returning to work based on medical advice, an individual return to work plan will be developed offering suitable duties that will be identified after consultation with relevant parties and will be specified in writing. All individual return to work plans will be reviewed in a structured way to accomplish the goal of return to pre-injury duties.