



Clermont Crane Hire Pty Ltd

ACN: 133 248 245 ABN: 57 133 248 245

Yankee Station 880 Gregory Developmental Road, Clermont QLD 4721

Lot 9 Dysart Bypass Road, Dysart QLD 4745

Phone 0491 200 102 Email operationsmanager@clermontcranehire.com.au

Website www.clermontcranehire.com.au

Workplace Rehabilitation Policy (CCH Policy 022)

Clermont Crane Hire is committed to providing a rehabilitation process in accordance with a structured workplace-based rehabilitation and return to work program, whilst meeting its legislative obligations. All Clermont Crane Hire employees are required to actively participate in a return to work rehabilitation process.

Clermont Crane Hire's rehabilitation program will commence as soon as practicable following any work related injury or illness or at such time medical guidance allows, to ensure an employee is able to remain at work or return to work on a structured return to work plan.

It is an expectation of all parties that participation in a return to work plan will ultimately lead to an early resumption of pre-injury duties. In the event of this expectation not being achieved then retraining or redeployment either internally or externally to Clermont Crane Hire may eventuate.

To achieve these objectives Clermont Crane Hire's rehabilitation program will:

- ✓ aim to achieve, as a normal expectation for all, the safe, timely and durable return to work of injured employees through early and appropriate consultation and intervention
- ✓ commit to providing suitable workplace based and function oriented duties wherever possible in order to maintain the employee at work or enable an early return to work
- ✓ state the rights and shared responsibilities of Clermont Crane Hire and our injured employees in respect of rehabilitation
- ✓ outline the assistance available to help an injured employee to remain at, or return to, work
- ✓ provide ongoing communication with the employee so that meaningful connection with the workplace can be maintained
- ✓ ensure confidentiality of all information
- ✓ provide ongoing monitoring and evaluation of the program's implementation and update as necessary in order that it remains effective and achieves its aims in benefiting all concerned.

The Company and Associated Entities, Director, Manager, Return to Work Coordinator and Supervisor of Clermont Crane Hire are responsible for the review, agreement and implementation of this policy and supporting procedures.