



## REHABILITATION POLICY

Aussie Automotive Group (AAG) is committed to the early and safe return to work of injured employees.

To fulfil this policy AAG:

- Prevents injury and illness by providing a safe and healthy working environment;
- Ensures that injury management activities commence as soon as possible after injury and every effort is made to provide suitable and meaningful duties consistent with the nature of the injury/illness, after seeking appropriate medical judgment;
- Provide support throughout the rehabilitation process to minimise the effects of the injury and ensure that an early return to work is normal practice and expectation;
- Provide suitable duties/ employment for an injured employee as soon as is safely possible, as an integral part of the rehabilitation process;
- Consult with employees, and where applicable any union representing them to ensure that the AAG Return to Work Program operates effectively;
- Ensure that participation in a Return to Work Program shall not in itself, prejudice an injured employee; and
- Comply with relevant state and federal legislation.

While workplace rehabilitation may be a legislative obligation, experience has shown that rehabilitation assists the healing process and helps to restore the worker's normal function sooner. Workplace rehabilitation includes early provision of timely and adequate work, including suitable duties programs, and aims to:

- Maintain injured or ill workers at work
- Ensure the worker's earliest possible return to work
- Maximise the worker's independent functioning
- Provide for long-term employment

Workplace rehabilitation procedures have been developed to support this policy. The procedures define key terms, describe key roles and outline steps in the return-to-work process.

**Aussie Automotive Group**

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