



## Rehabilitation Policy

**Abrasion Resistant Materials Pty Ltd (A.R.M\*)** recognises that there are substantial benefits to be gained from rehabilitation principles and practices and is committed to implementing.

We recognise that the *Workers' Compensation and Rehabilitation Act and Regulation 2003* provides the legislative support for workplace rehabilitation activities.

Workplace rehabilitation assists the healing process and helps restore the worker's normal function sooner.

Workplace rehabilitation includes early provision of timely and adequate services, including suitable duties programs, and aims to :

- Maintain injured workers at work **or**
- Ensure the worker's earliest possible return to normal duties
- Maximise the worker's independent functioning.

This policy has been developed as a joint worker-management agreement.  
A.R.M\* is committed to:

- ✓ **Providing a safe and healthy work environment**, however in the event of an injury or an illness, making sure workplace rehabilitation is started as soon as possible in accordance with medical advice.
- ✓ **Ensuring appropriate suitable duties are made available** to injured workers to facilitate their safe and early return to work.
- ✓ **Respecting the confidential nature of medical information** and ensuring there will be both verbal and written confidentiality.
- ✓ **Ensuring all workers are aware** that, in the event of injury or illness, they will be consulted to ensure a structured and safe return to work that will not disadvantage them.
- ✓ **Complying with legislative obligations** with respect to the standard for rehabilitation.
- ✓ **Adopting a multidisciplinary approach** to rehabilitation as required.

This policy is effective for all sites and workplaces where A.R.M\* employees are situated.