



## INJURY MANAGEMENT POLICY

Practon Group Ltd is committed to the provision of Occupational Rehabilitation for employees who sustain a compensable illness, injury or disability at the workplace.

Occupational Rehabilitation is a combination of medical, psychological, educational and vocational services to restore individuals to work at their maximum achievable level.

The aim of Occupational Rehabilitation is to assist employees to return to their pre-injury job as early as possible or alternatively, to access the services of approved vocational rehabilitation providers to consider options for a return to other gainful employment either with Practon Group or with another employer.

Practon Group aims:

- To establish structured systematic approach to occupational rehabilitation services for all employees.
- To develop and encourage the expectation that it is normal practice following work related illness, injury or disability for people to return to meaningful productive employment at the earliest possible time.
- To refer employees to a rehabilitation program as early as is practical following the proper identification of the nature and anticipated duration of the incapacity.
- To provide suitable alternative duties designed to assist the employees' recovery and facilitate an early return to work. The duties must be meaningful and are normally provided on a temporary basis as part of the structured return to work program.
- To appoint a Rehabilitation Coordinator from within the organisation to oversee and administer in-house programs of suitable duties and to co-ordinate the services of external Rehabilitation Providers when these services are required.

In the case of permanent disability, to assist redevelopment into a permanent position if the employee meets those minimum employment standards when the vacancy arises or to offer available resources in assisting to redeploy the employee into another organisation.

For and on behalf of  
**Practon Group Pty Ltd**

Mark Martin  
*General Manager*

Date: 18/11/2015