



REHABILITATION POLICY

Mackay Sugar aims to maintain the physical and psychological well-being of all employees. Mackay Sugar is committed to preventing injuries and illness through providing a safe and healthy working environment for all its employees. Mackay Sugar is committed to providing a comprehensive rehabilitation policy and a procedure that promotes and expedites an employee's return to a pre injury/illness status wherever possible. Industry based rehabilitation processes are therefore an expectation across all Mackay Sugar sites.

Goal

The primary goal of the Policy and associated procedures is to assist our employees through establishing procedures that focus on industry based rehabilitation processes, that is:

- The early return to work on meaningful suitable duties while maintaining the safety of the injured worker and their co-workers.
- The return to duties at the highest possible level of function consistent with their pre-injury/illness status.

Objectives

The objectives of this policy are to:

- Identify and assess the need for rehabilitation as early as possible;
- Recognise the role, rights and responsibilities of all participants;
- Facilitate the early and safe return to work of any employee following a work related injury or illness;
- Ensure that employees are informed of their rights and responsibilities and are involved in all decisions and actions related to their rehabilitation;
- Ensure the welfare of injured employees is maintained;
- Ensure appropriate training and education of all personnel involved in rehabilitation in line with designated responsibilities;
- Ensure that participation in the return to work/rehabilitation process will not disadvantage employees by ensuring the employee is informed of their entitlements and responsibilities and has access to appropriate information and resources;
- Provide ongoing support for the injured worker;
- Ensure the confidentiality of medical records and case files is maintained; and
- Promote a culture of acceptance for workplace rehabilitation.

Procedures have been developed which embody the aims of our rehabilitation policy and these are effective in all our rehabilitation/return to work processes in alignment with legislative obligations for workplace rehabilitation. This policy and associated procedures will be reviewed every two years in consultation with employees and relevant parties to ensure relevance and effectiveness.

Mark Day
Executive Chairman & Managing Director
2 February 2018