

Giovenco Industries recognises that there are substantial benefits to be gained from rehabilitation principles and practices and is committed to implementing them at this workplace.

Experience has shown that 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 or ill workers at work; or
- Ensure the worker's earliest possible return to work; or
- Maximize the worker's independent functioning if return to work is precluded.

Giovenco Industries is committed to:

- Providing a safe and healthy work environment, but in the event of an injury or 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 or ill workers to facilitate their safe and early return to work. These duties must be medically approved and will be time limited.
- 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 develop their rehabilitation plan for a structured and safe return to work that will not disadvantage them.
- Comply with legislative obligations with respect to the standard of rehabilitation.
- Adopting a multidisciplinary approach to rehabilitation as required.
- Reviewing this policy and procedures on a regular basis to ensure it continues to meet legislative requirements and the needs of all parties.

*Paul Giovenco*



**Group Managing Director**  
May 2013