



## INJURY MANAGEMENT POLICY STATEMENT

RPC Technologies Pty Ltd is committed to the rehabilitation of injured workers.

The aim of Injury Management is to provide an early and safe return to work for employees suffering from work related injury or illness by using the workplace itself as a vital part of the rehabilitation process.

RPC Technologies Pty Ltd aims to manage the process of rehabilitation in the workplace to ensure that all injured workers have the opportunity to recover and return to work by:

- Providing full support throughout the rehabilitation process to minimise the effects of the injury and will ensure that an early return to work is a normal practice and expectation.
- Ensuring the insurer is notified of all "injuries" within 48-hours of RPC Technologies Pty Ltd becoming aware of the injury/illness.
- Ensuring early access to rehabilitation services: eg qualified rehabilitation providers for all who need them.
- Providing suitable duties for an injured worker as an integral part of the rehabilitation process.
- Consulting with works and where applicable any industrial union representing them to ensure that the rehabilitation program operates smoothly and effectively.
- Informing workers of their rights in relation to a Workers Compensation claim including the choice of doctor and qualified rehabilitation provider;
- Providing access to interpreter services
- Ensuring that participation in rehabilitation program will not of itself prejudice an injured worker.
- Ensuring no dismissal within six months of injury, solely or principally because of that injury.
- Advising employees that participation in rehabilitation is voluntary but non-participation may result in reduced weekly benefits.

This policy is to be read in conjunction with the Return-to-Work-Program.



**Tony Caristo**  
**Managing Director**  
**RPC Technologies Group of Companies**

**May 2009**