

INJURY MANAGEMENT POLICY

Our goal is to provide effective injury management to Downer employees with a work-related injury or illness that complies with our jurisdictional and legislative requirements.

We commit to ...

- assisting injured or ill employees to stay at or return to work safely at the earliest opportunity
- engaging with our employees to provide timely and quality rehabilitation and return to work programs, which commence as soon as possible after an injury or illness has occurred
- taking a progressive, integrated and multidisciplinary approach to caring for our people
- consulting with injured or ill employees, their supervisors and key stakeholders including treating practitioners concerning treatment and work arrangements; and
- Meeting our legal obligations and the requirements of external parties, including our clients, insurance partners and regulators.

To support our commitment, we will ...

- provide injured or ill employees with information and assistance regarding their rights and responsibilities in relation to their return to work
- assist employees to identify suitable duties which are consistent with their assessed medical requirements to facilitate their safe and effective return to work
- provide suitably qualified and experienced persons to undertake injury management and return to work coordination duties; and
- review this policy and accompanying procedures as required to continue to provide the most effective and timely information and support to our workers and to meet jurisdictional and legislative requirements.

To support our commitment employees and contractors will ...

- present for work in a safe and fit manner
- comply with instruction, procedures, training, supervision and Cardinal Rules
- promptly report injuries and illnesses; and
- actively participate in, and cooperate with their return to work and injury management programs.



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