

Rehabilitation Policy

In the event of an injury or illness, Globe Group is committed to ensuring a process whereby workers can achieve restoration from occupational ill health or an injury, to the fullest physical, mental, social, vocational, and economic usefulness for which they are capable. This process begins from the moment of occupational injury or illness and continues until the worker is as fully recovered as possible to optimum health. All information collected in the process of rehabilitation will be kept secure and confidential.

Early intervention and a workplace focus for rehabilitation play a key role in reducing the economic and human costs associated with work-related injury and disease.

Where an injury or illness does occur in the workplace, Globe Group is committed to ensuring that an injured worker is returned to safe, productive, and fulfilling employment as soon as possible. In order to achieve this goal of our policy, wherever available, Globe Group will provide occupational rehabilitation, designed in conjunction with the worker and their treating Doctor.

To ensure the success of this policy:

Management will:

- Strive to achieve an incident free workplace.
- Appoint a rehabilitation coordinator to manage the rehabilitation process.
- Provide suitable duties (where available) should a worker be unable to return to their pre-injury duties temporarily as a result of the injury or illness.
- Provide vocational rehabilitation (where available) should an injured worker be unable to return to their pre-injury duties on a permanent basis.
- Ensure that legislative rehabilitation obligations are met.
- Commence rehabilitation (where possible) after an injury or illness in accordance with medical advice.
- Liaise with all parties involved in planning and implementing rehabilitation.

Workers will:

- Notify the Rehabilitation Coordinator/HSEQ Coordinator of any injury or illness as soon as possible.
- Participate in treatment that supports the fullest possible recovery.
- Participate fully in rehabilitation programs designed to assist return to work – this may involve returning to work part time or on alternative duties basis.

Alternative Duties

The provision of alternative duties needs to satisfy the following elements:

- A program for graduated return to work will be established to meet each need.
- The duties will be meaningful, contribute to the work environment and include task variety where this is practicable.
- The injured workers overall return to normal duties will be monitored to ensure that reasonable progress is being achieved.
- Prior to provision of alternative duties being provided, the Rehabilitation Coordinator/HSEQ Coordinator will consult with the following parties where applicable:
 - a) Injured worker
 - b) Treating Doctor
 - c) Rehabilitation Provider

Globe Group support all employees with their rehabilitation programs, in order to maintain and/or restore them to appropriate and gainful employment. We ask all personnel for their support and commitment to this policy.



Joey Birch
Director @ Globe Group

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