

Occupational Rehabilitation aims to provide an early and safe return to work for workers suffering from work related injury or illness by using the workplace itself as a vital part of the rehabilitation process. Alliance Geotechnical commitments to the workplace are:

- Prevent injury and illness by providing a safe and healthy working environment.
- Ensure that injury management activities commence as soon as possible after injury and every effort is made to provide suitable and meaningful duties consistent with the nature of the injury/illness, after seeking appropriate medical judgment and advice.
- Provide support throughout the return-to-work process to minimise the effects of the injury and ensure that an early return to work is normal practice and expectation.
- Provide suitable duties/employment for an injured Employee as soon as is safely possible, as an integral part of the return-to-work process.
- Consult with employees to ensure that our return-to-work program operates effectively.
- Ensure that participation in a return-to-work program will not, of itself, prejudice an injured employee.
- To maintain the confidentiality of injured employees' records.
- To ensure that an injured employee is aware of their rights and responsibilities during the injury management process including the following:
  - The choice of a nominated Treating Doctor and Rehabilitation Provider who is willing to participate in the development of and arrangements under an Injury Management Plan.
  - Access to interpreter services where appropriate.
  - The right not to be dismissed within 6 months of injury, solely or principally due to that injury, unless permanently unfit to return to work.
  - Participation in a Return-to-Work Program.
  - Non participation in an Injury Management Plan or Return to Work Program may result in suspension or reduction of weekly benefits.



Simon Thomas  
Managing Director