

RETURN TO WORK POLICY

The Management of DeltaSBD is committed to the task of planning, implementing and maintaining an effective return to work program by:

- *Ensuring that the return to work process is commenced as soon as possible after a work related incapacity in a manner consistent with medical judgment and in accordance with the requirements of the relevant Workers Compensation Act.*
- *Ensuring that returning to work as soon as possible after incapacity is a normal practice and expectation.*
- *Providing appropriate duties to partially incapacitated employees, where practicable, as an integral part of the rehabilitation process.*
- *Consult with employees and unions where required, to ensure that our rehabilitation programs operate in an effective manner.*
- *Ensuring that participation in a rehabilitation program will not, in itself, prejudice an incapacitated employee.*
- *Expecting all employees to cooperate with the rehabilitation program*
- *Prevention of further injury caused through incident review and investigation*



Managing Director, DeltaSBD