



## **RETURN TO WORK POLICY**

Panther Bobcat Hire Aust Pty Ltd (Panther Earthmoving) is a Earthmoving and plant hire Contractor. Panther Earthmoving encourages all employees who suffer a work-related injury, illness or disability to return to work through the process of occupational rehabilitation, and, as part of this commitment, will expedite this process by adopting appropriate rehabilitation and return to work procedures.

### **AIMS AND OBJECTIVES**

We will strive to assist employees to return to their pre-injury or illness occupation as early as possible, or alternatively, to access the services of an approved rehabilitation provider to consider options for a return to other gainful employment either with Panther Earthmoving or another employer.

Our objectives are:

- Establish a systematic approach to occupational rehabilitation services for all employees.
- Develop and encourage the expectation that it is normal practice following work-related injury, illness or disability for people to return to meaningful, productive employment at the earliest possible time.
- Establish that rehabilitation is the usual course of action, and, when appropriate, the managed, safe and early return to meaningful, productive employment should begin at the earliest possible time, and
- Appoint a case manager from within the organisation or obtain the services of an approved rehabilitation provider to oversee the workplace rehabilitation process.

### **RESPONSIBILITIES**

Panther Earthmoving, as a company will:

- Commence all actions to assist employees to stay at or return to work as soon as possible in a manner consistent with medical advice.
- Assist any employee who is injured or made ill because of their work to return to work in the shortest possible time provided that it is safe and practicable to do so.
- Provide suitable alternative work which will not jeopardise the well-being of the employee where practicable.

Employees are expected to:

- Assist and cooperate in ensuring that this policy is followed, and
- Actively participate in the rehabilitation and return to work process as agreed between the company, themselves, their treatment provider, and their rehabilitation coordinator or case manager.

This policy will be reviewed at least every 2 years to ensure that it remains relevant and appropriate to the company.

**John Polidano**  
**Managing Director**

*Sculpting Australia ONE block at a time*