

The Directors of Devlyn Australia Pty Ltd are committed to providing a safe and healthy workplace for all workers.

In the event of a work-related injury we will take reasonably necessary steps to ensure the injury does not happen again and to facilitate the earliest return to work options for the injured worker.

Commitment

If a Devlyn Australia Pty Ltd worker sustains a work-related injury that results in the worker being unable to continue their normal work, Devlyn Australia Pty Ltd will provide the necessary assistance for the worker to remain at work or return to work as soon as it is safely possible.

Actions

The Directors shall:

- Make every reasonable effort to minimise work related injuries and illnesses by providing a safe workplace and encouraging employees to immediately report any hazards observed.
- Ensure that return to work and rehabilitation follows a work-related injury or illness. A Return to Work Coordinator will be appointed to monitor and coordinate the return to work plan and to assist wherever possible in the return to work.
- Initiate the return to work process as quickly as possible after a work-related injury or illness while ensuring that participation in the program does not disadvantage the affected employee.
- Encourage all employees to support the affected employee and their return to work program.
- Assist the employee to find another position if the employee is unable to return to previous duties.
- Assist any seriously injured employee who cannot return to the workforce, achieve the greatest independence in day-to-day living through appropriate case management.
- Advise all employees of this policy, the existence of alternative duties and the individual responsibility to participate in the return to work program if the need arises.
- Ensure sufficient resources are allocated to facilitate the injury management process.

Workers shall:

- Report all occurrences of injuries and incidents on Devlyn Australia Pty Ltd worksites promptly in accordance with our reporting procedures.
- Injured workers will actively participate in the injury management process where required.

This policy represents the Directors commitment to the return to work process following a work-related injury. This policy will be reviewed annually in consultation with employees.



Tim Lynch
Director
1 July 2021



Mitchell de Vries
Director
1 July 2021

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DC-PO04	Injury Management Policy	01/07/2021	VOR02	01/07/2022

NOTE: This document is deemed UNCONTROLLED when printed