



Category	Occupational Health and Safety Systems
Section	Health and Safety
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## **REHABILITATION POLICY STATEMENT**

Coverstaff Recruitment belongs to the Work Place Safety Management Programme (WSMP) with the Accident Compensation Corporation (ACC) and hold tertiary level. The purpose of this policy is to ensure there is a clear understanding that Coverstaff Recruitment will not compromise on health, safety and participation in rehabilitation.

### **Management will:**

- Ensure a commitment to preventing illness and injuries at the workplace by providing a safe and healthy working environment for all employees, candidates, clients and visitors to our sites. It is recognised that injury or illness may still occur and therefore all incidents will be reviewed and steps taken to prevent recurrence and then offer rehabilitation.
- Ensure there is a commitment to restoring the staff's health and independence by participation, treatment, social and vocational rehabilitation.
- Have an open communication channel with the case manager and effected person that enables alternative duties to be offered and a plan to return to work as soon as practicable.
- Have process and rehabilitation objectives in place that ensure acting in good faith to solve all issues is paramount to the process.

### **Employees and Contractors, will:**

- Understand that rehabilitation is not negotiable; it is a requirement of the employment relationship, supplier agreement and any partnership with Coverstaff Recruitment.
- Actively contribute to the goals and objectives of health, safety and rehabilitation in line with the requirement of hazard identification, management and injury reduction.
- Actively contribute to the rehabilitation goals, objectives and the intention of the rehabilitation policy.
- Participate as required, actively and honestly to return to work as soon as practicable.
- Understand that open communication and honesty plays a big part in rehabilitation process and providing a safe workplace in general, where acting in good faith is paramount to success.

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Signed James Flynn

Director Coverstaff