



# Return to Work Policy

## Prevention of workplace illness or injury

Pure Rail Pty Ltd is committed to the prevention of illness and injury by providing a safe and healthy working environment. We have implemented a systematic approach to management work health and safety in the workplace.

## Developing and implementing the Return to Work Program

Pure Rail Pty Ltd has developed a Return to Work Program in consultation and agreement with employees. The program has been developed to ensure all injured workers have the opportunity to recover, remain at or return to work through the provision of appropriate medical and specialist treatment and the provision of a return to work plan. The program also forms part of Pure Rail's operating procedures and is consistent with Pure Rail's insurer's Injury Management Program. The Return to Work Program will be displayed at the worksite and will be reviewed every two years.

## Consultation with workers and, where applicable, unions

Pure Rail consult with workers about all matters relating to employee, contractor and visitor health, safety and welfare. We consult with workers, and where applicable, any industrial union representing them, throughout the return to work process. Workers are regularly informed of their rights and responsibilities and of the company's responsibilities in regard to return to work.

## Early commencement of injury and early return to work

Pure Rail will ensure that the return to work process is commenced as soon as possible after an injury and in a manner consistent with the injured worker's capacity for work. Further, Pure Rail is committed to ensuring that this is normal practice and that all workers understand this expectation.

## Return to work plan

Pure Rail is committed to returning injured workers to pre-injury duties as soon as practicable following an injury. If it is not feasible for the injured worker to return to pre-injury duties, we will develop, where appropriate, a return to work plan for the injured worker. The return to work plan will outline the duties to be performed by the worker and the return to work goal. The person responsible for arranging alternative duties is the trained return to work coordinator.

## Return to work not to disadvantage injured workers

Pure Rail will ensure that participation in a return to work plan will not disadvantage an injured worker. Through discussions and cooperation, every effort will be made to resolve disputes about the company's Return to Work Program or components of it.

*Authorised by:*

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Director  
Pure Rail Pty Ltd