

Bell People Return to Work Policy

Bell People is committed to continual improvement of safety performance and the elimination of work-related injury and illness. We are dedicated to providing adequate resources and support to enable workers including eligible contractors, who have suffered a work-related injury or illness, to return to work. As a provider of on-hire services, we recognise the importance of working with key internal and external stakeholders, including our hosts, to achieve our objectives.

Objectives

The overall objective of this policy is to promote:

- workers including eligible contractors who suffer an illness or injury which is substantially contributed to by their work, being able to return to work; and
- the elimination of work related injury.

Responsibilities

Bell People is responsible for:

- compliance with legislative requirements for workers compensation;
- advising workers of their responsibilities under legislation with regards workers compensation and injury management;
- facilitating processes to remain at work or assist with expedient return to work following injury, illness or disease;
- assisting with the investigation of incidents and implementing controls where practicable to reduce reoccurrence;
- consulting with key stakeholders to ensure effective claims and injury management; and
- maintaining confidentiality relating to workers compensation claims, injury management and rehabilitation.

Workers are responsible for:

- notifying management of any incapacity which may impact upon an individual's capacity to work safely and without causing or exacerbating injury or illness;
- notifying the company, of a workplace injury as soon as practicable (within 24 hours) after the event;
- communicating any reported workplace injuries to the company; and
- participating and cooperating with the injury management process (both Bell People and the host process) and making every effort to return to work.

We understand that injury and illness at work has the capacity to impact greatly upon workers and their families and that the effective management of injury will reduce the negative impacts of such injury and illness. It is with this in mind that we are committed to sustainable workers compensation and rehabilitation management.



RETURN TO WORK CO-ORDINATOR:

Our return to work coordinator is: [insert name]

Telephone: [insert telephone number]

Our return to work coordinator has attended the following training: [insert training attended]