

Injury Management Policy

The Norfolk Group has in place systems and procedures aimed at the prevention of workplace injury. If a workplace injury occurs, the company will provide injury management services that:



- Support an injured employee to return to normal function in the earliest possible timeframe.
- Ensure ongoing compliance with any legislative requirement.
- Minimise the impact of injury on the employee, their family and our operations.

The organisation will:

- Provide employees training on injury management and improve awareness of its objectives throughout the company.
- Ensure that the injury management process is commenced immediately following an injury.
- Consult with injured employees, their representatives, treating doctors, insurers, rehabilitation providers and other related medical/health services to effect a sustainable return to work.
- Where practicable, provide suitable duties to injured employees to achieve a sustainable return to work.
- Ensure injured employees are treated fairly during their participation in the injury management processes.
- Respect the confidential nature of medical information.
- Ensure optimal performance of our service providers through ongoing review.

The Norfolk Group recognises the mutual benefit gained by the company and its employees through fulfilling the above commitments, and encourages active co-operation from all employees.

A handwritten signature in black ink, appearing to read "Glenn Wallace".

Glenn Wallace
Managing Director
31/12/2010