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Air Conditioning Services (NZ) Ltd is committed to the prevention of work related illness and injuries by providing a safe and healthy work environment for all our people. This can only be achieved by the pro-active involvement of all parties in the continuous improvement of our Health and Safety Management Systems. It is recognised that injury and illness may still occur and therefore all incidents will be investigated and remedial action taken to prevent a recurrence.

It is the belief of Air Conditioning Services (NZ) Ltd management that occupational rehabilitation is of benefit to everyone and should commence as soon as it is safe for the injured worker to return following a work related or non-work related injury or illness.

The benefits for our injured people are that recovery is often faster and have less non-injury problems if they remain at work for as long as possible or to return to work faster. Other advantages include good financial, physiological and physical entitlements.

Early reporting of an injury or illness by ACS workers or its contractors is critical to the success of the Air Conditioning Services (NZ) Ltd rehabilitation process.

Every effort will be made to assist workers in the safe return to meaningful and productive work in consultation with their Treatment Provider, ACC Case Manager, Health & Safety Representative or any other agent involved in the process. Liaise with all parties, ensuring effective and timely written and verbal communications.

Suitable alternative duties will be provided by Air Conditioning Services (NZ) Ltd and included in a graduated return-to-work programme as approved by a Treatment Provider or ACC Case Manager. No worker will be adversely prejudiced by participation in a rehabilitation programme.

Air Conditioning Services (NZ) Ltd rehabilitation programme is co-ordinated by Bob Benzie, our Rehabilitation Co-ordinator.

The injured worker retains the right to select his/her own Treatment Provider however Air Conditioning Services (NZ) Ltd may seek a second opinion at its expense. Confidentiality of the worker’s sensitive rehabilitation information is assured.

All Air Conditioning Services (NZ) Ltd workers have an important and committed role to play to ensure the best possible outcome for their injured colleagues’ successful rehabilitation.

This policy is valid for twelve months from the PCBU Nominated Officer sign-off date.

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(PCBU Nominated Officer - Director) (Date)