



REHABILITATION POLICY

1 Aim

The Corporation aims to ensure that employees who may be injured or ill are returned to their work place as soon as is reasonably practicable.

2 Legislation

Workers Rehabilitation and Compensation Act (1988)

Workers Rehabilitation and Compensation Regs (2001)

Workplace Health & Safety Act (1995)

Workplace Health & Safety Regs (1998)

3 Policy

The Corporation is committed to:

- the provision of effective occupational rehabilitation for employees who may be injured or ill;
- ensuring open and clear communications between the injured or ill employee, the Corporation and other parties as required by the rehabilitation process ;
- consultation with all relevant parties in the development and implementation of the workplace rehabilitation program and return to work plan for the injured or ill employee ;
- ensuring that, where possible, for employees who have been off work for 5 days or more following a work related injury or illness, have a return to work plan in place to assist in a speedy recovery and avoid long-term problems ;
- ensuring that participation in a rehabilitation program will not prejudice an injured or ill employee;
- ensuring that the expectations and practice of return to work is encouraged for injured or ill employees ;
- ensuring that reasonable duties and related training are provided for the injured or ill employee, where it is reasonably practicable to do so, and within realistic timeframes, as this is an integral part of the rehabilitation process ;
- where possible, ensuring that affected employees will be returned to their usual work or alternate work within their capacity ; and
- ensuring that the hours of duty will be relative to the capacity of the employee during the implementation of the return to work program.

4 Responsibilities

Employees must :

- notify the Corporation of any work related injury or disease as soon as possible ;
- ensure open and clear communications between the Corporation and themselves and any relevant other party as required by the rehabilitation process ;

- actively participate in, and commit to, the rehabilitation program to ensure the best possible outcome for the injured or ill employee(s) ; and
- commit to the return to work program as soon as is practicable after injury or illness.

All staff are required to comply with the spirit and letter of this policy and its associated procedures and undertake any relevant training as required.

5 References

- Rehabilitation Procedure
- Occupational Health & Safety Policy

Approved by the CEO on 29/06/2009

A handwritten signature in black ink, appearing to read 'G. White', is written over a horizontal line. The signature is cursive and includes a long horizontal stroke at the end.

Signed: _____