

Workplace Rehabilitation Policy

Community Connection's position

Community Connection will ensure that we provide –

- a culture of acceptance for workplace rehabilitation;
- a process to support an early safe return of any worker who has an injury/illness;
- adequate resources for the position of the rehabilitation and return to work coordinator ; and
- adequate storage for rehabilitation files to maintain confidentiality of this information.

Legislation

The Association will ensure that the requirements of the *Workers' Compensation and Rehabilitation Act 2003* and the *Workers' Compensation and Rehabilitation Regulation 2003* are implemented when a worker is injured.

Principles

Community Connection is committed to:-

- Providing a safe and healthy work environment, and in the event of an injury or an illness, making sure workplace rehabilitation is started as soon as possible in accordance with medical advice.
- Ensuring appropriate suitable duties are made available to injured or ill workers to facilitate their safe and early return to work. These duties must be consistent with the current medical certificate and will be time limited.
- Respecting the confidential nature of medical and rehabilitation information and ensuring there will be both verbal and written confidentiality. This information will only be used with the permission of the individual and when appropriate.
- Ensuring all workers are aware that, in the event of injury or illness, they will be consulted to ensure a structured and safe return to work that will not disadvantage them.

Community Connection Inc.

- Complying with legislative obligations with respect to the standard for rehabilitation.
- Adopting a multidisciplinary approach to rehabilitation as required.

Procedures

Community Connection will ensure that there are clear procedures in place to ensure that operational practice is in line with this policy and conditions outlined in the DSQ General Service Agreement and HACCC Service Agreement.