

Queensland Health recognises that although the prevention of injury/illness is the primary objective of the workplace health and safety programs, injury/illness may still occur during the course of employment.

Employees, who sustain an injury or illness which prevents attendance at work or which interferes with the performance of their usual duties will be provided with workplace rehabilitation to promote recovery and an early and safe return to work, and to maximise their independent functioning.

All injuries/illnesses whether work related or not, will be managed under this policy.

Workplace Rehabilitation Policy

(OHSMS 3#21)

Aim

Our aim is to ensure that:

- A culture exists whereby early intervention and workplace rehabilitation is recognised as standard practice
- Rehabilitation process supports ill or injured employees timely, safe and sustainable return to meaningful duties
- Employees participating in the rehabilitation process are treated with confidentiality, respect and equity.

Workplace rehabilitation is a managed process involving early intervention with appropriate, adequate and timely services based on assessed needs, and which is aimed at maintaining injured or ill employees in, or returning them to, suitable employment (National Occupational Health and Safety Commission, 1995). To achieve these outcomes, reference needs to be made to the approved Queensland Health Workplace Rehabilitation Procedures.

Principles

- Rehabilitation assistance will be provided to all employees incapacitated as a result of injury or illness for the purpose of minimising losses to both the employee and employer.
- Employees who are partially incapacitated as a result of injury or illness will be engaged in suitable duties and productive work whenever practicable.
- Employees undertaking rehabilitation will be provided with appropriate and meaningful suitable duties that are negotiated with the employee, their supervisor and their treating medical practitioner.
- Employees participating in a rehabilitation program will not be allocated tasks that expose them or others, to an unacceptable level of risk at work.

Michael Reid
Director-General