

# Electrical Embassy

## Electrical Embassy - Rehabilitation Policy

Electrical Embassy recognises that there are substantial benefits to be gained from rehabilitation principles and practices and is committed to implementing them at this workplace. Workers' Compensation and Rehabilitation legislation and associated Regulations provides the legislative support for workplace rehabilitation activities.

Workplace rehabilitation includes early provision of timely and adequate services, including suitable duties and programs, and aims to:

- Maintain injured or ill workers at work or
- Ensure the worker's earliest possible return to work or
- Maximise the worker's independent functioning.

This policy has been developed as a joint worker-management agreement.

Electrical Embassy is committed to:-

- Providing a safe and healthy work environment. However, in the event of an injury or an illness, we are committed to making sure workplace rehabilitation is started as soon as possible in accordance with medical advice.
- Ensuring injured or ill workers are engaged in meaningful and appropriate suitable duties, where available, to facilitate their return to work. The employer will refer to the opinion of an appropriately qualified medically specialist in determining suitable duties.
- Respecting the confidential nature of medical information and ensuring there will be both verbal and written confidentiality.
- 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.
- Complying with legislative obligations with respect to the standard for rehabilitation.
- Adopting a multidisciplinary approach to rehabilitation as required.
- Reviewing this policy and procedures to ensure it continues to meet legislative requirements and the needs of all parties.

Our Rehabilitation Coordinator is the Electrical Embassy OHSE Director. Workplace rehabilitation procedures have been developed to support this policy. The procedures define key terms, describe key roles and outline steps in the return to work process.

Troy Rolley



Director – Electrical Embassy

Electrical Embassy