

## APP:02 REHABILITATION AND RETURN TO WORK POLICY STATEMENT

(Refer MP16, MP36)

*idec* maintains a commitment to an effective rehabilitation and return to work program and the following Objectives:

- Rehabilitation commences as soon as practicable after the injury with approval of the registered medical practitioner.
- The goal of a Rehabilitation Plan is to return the Injured Person to their normal duties.
- A team approach to rehabilitation is utilised with cooperation, consultation and confidentiality being key requirements for all persons involved.
- The Rehabilitation Plan may consist of the injured team member participating in a *suitable duties program*.

### ***Suitable Duties Programs:***

Suitable duties are a means of offering a supervised and gradual return to normal duties. They are matched to the capabilities of the Injured Person and regularly updated according to their level of recovery.

The following issues must be considered when choosing suitable duties:

- The Injured Person's pre-injury duties, nature of their incapacity and rate of recovery.
- The treating medical practitioner's comments and approval and the duties must comply with the restrictions and limitations specified by the medical practitioner.
- The Injured Person's personal situation, skillsets and work experience.

**It is important to recognise that a fast and effective recovery to work for an Injured Person is the aim of any rehabilitation program and one that minimises the costs both financially and personally for the Injured Person and *idec*.**

SIGNED \_\_\_\_\_ DATED \_\_\_\_\_  
Chief Executive Officer

*RRTW Policy to be reviewed every two (2) years (last revised 28/10/22)*