


DOCUMENT TYPE	P	
ADMINISTRATIVE	5	
GOVERNANCE	1	
RISK MANAGEMENT	2	
NUMBER	008	
		Policy Database Document Reference Number 512008P

OHS REHABILITATION POLICY

Purpose/ objectives	To promote occupational rehabilitation for injured employees to enable an early, safe and durable return to work
Scope/ Application	All University employees
Policy Statement	<p>La Trobe University is committed to actively promoting and providing occupational rehabilitation and return to work services for all employees with injuries or illnesses that may affect their employment.</p> <p>Rehabilitation will be achieved through</p> <ul style="list-style-type: none"> • The nomination of a Return to Work Coordinator • The nomination of approved rehabilitation providers • Ensuring that effective procedures are in place to support occupational rehabilitation • Ensuring that rehabilitation services and return to work activities commence immediately, or as soon as is necessary to ensure the earliest possible return to pre-injury employment • Ensuring that suitable duties, including modified or alternate duties, are made available where practicable to assist the injured employee to remain at work or to return to work at the earliest opportunity • Maintaining a register of injuries • Maintaining the confidentiality of information relating to employees participating in occupational rehabilitation in accordance with privacy legislation. • Ensuring that a rehabilitation program is voluntary and does not prejudice an injured worker.
Supporting Procedures	Rehabilitation and Return to Work Procedure
Responsibility for implementation	Executive OHS Committee
Responsibility for monitoring implementation and compliance	Executive Director, People and Culture
Status	<p>Revised Content. Prior approval - Executive OHS Committee 3/2006.</p> <p>The implementation of the latest version of this policy supersedes all previous versions of this policy.</p>

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Key stakeholders	Executive OHS Committee.
Approval Body	University Council, 3 August 2009, C09/94(M), Minute 392.9.3
Initiating Body or person(s)	Division People and Culture, Workplace Environment and Wellbeing (OHS)
Definitions	<p>Rehabilitation: Process of restoring those who are ill or injured to the fullest physical, psychological, social, vocational and economic usefulness of which they are capable.</p> <p>Return to Work Coordinator: Nominated person(s) who advise employees and the workplace in regards to Occupational Rehabilitation and Workers Compensation</p>
Related legislation	Workers Compensation Act 1958 Accident Compensation Act 1985
Related Policy and other documents	OHS Policy
Date Effective	3 August 2009.
Next Review Date	August 2013
Keywords	Rehabilitation, Return to Work Coordinator
Owner/Sponsor	Director, Risk Management (as from 2011)
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