

## REHABILITATION POLICY

Pickwick 1A recognises there are substantial benefits to be gained from rehabilitation principles and practices and is committed to implementing them at its workplaces.

This policy is aimed at providing a rehabilitation process for work-related injuries/illnesses or diseases which:

- promotes a culture of acceptance of workplace rehabilitation
- establishes a proactive system to support an early and safe return to work for all injured employees
- brings about early physical and psychological recovery to the employee
- returns the injured employee to suitable work as soon as practicable
- reduces the human and economic cost of the incapacity to the employee and the wider community

While workplace rehabilitation may be a legislative obligation, experience has shown that rehabilitation assists the healing process and helps to restore the worker's normal function sooner. Workplace rehabilitation includes early provision of timely and adequate services, including suitable duties programs, and aims to:

- Maintain injured or ill workers at work
- Ensure the worker's earliest possible return to work
- Maximise the worker's independent functioning
- Provide for long-term employment

Pickwick 1A is committed to:

- Providing a safe and healthy work environment,
- Ensuring workplace rehabilitation is started as soon as possible in accordance with medical advice in the event of an injury or an illness
- Ensuring 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
- 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
- Adopting a multi-disciplinary approach to rehabilitation as required
- Complying with legislative obligations with respect to the standard for rehabilitation

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.

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