

Rehabilitation Policy

Zero Harm Safety & Training in pursuit of the best practical levels of physical and psychological recovery for our employees, will provide appropriate rehabilitation and return to work processes for any employee who incurs a work related injury or illness.

Primary Goal

The primary goal of the Policy and associated procedures is to assist employees in:

- The early return to work to safe and suitable duties; and
- The return to duties at the highest possible level of function consistent with their pre-injury status.

Objectives

The objectives of this policy are to:

- Identify and assess the need for rehabilitation as early as possible;
- Recognise the role, rights and responsibilities of all participants in each circumstance;
- Facilitate the early and safe return to work of any employee following a work related injury or illness;
- Ensure that employees are informed of their rights and responsibilities and are involved in all decisions and actions related to their rehabilitation;
- Ensure the welfare of injured employees is maintained;
- Ensure appropriate training and education of all personnel involved in rehabilitation in line with designated responsibilities; and
- Ensure that participation in the return to work/rehabilitation process will not disadvantage employees.

Procedures have been developed which embody the aims of our rehabilitation policy and these are effected in all our rehabilitation/return to work processes.

This Policy applies to all sites where Zero Harm Safety & Training is performing work and covers all our activities and services.



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