

ESAR Home Care recognises the benefits to be gained from rehabilitation principles and practices and is committed to implementing them throughout the workplace.

We recognise that Workers' Compensation legislation provides protection and support for workplace rehabilitation activities for injured workers.

Experience has shown that workplace rehabilitation assists the healing process and helps restore the worker's normal function earlier. Workplace rehabilitation includes the early provision of timely and adequate services, including suitable duty programs with an aim 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 durable employment.

ESAR Home Care 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 (the duties must be consistent with current medical certificates and will be time limited).
- Respecting the confidential nature of medical and rehabilitation information and ensuring 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.

This Policy and any related Procedures will be reviewed at least every two years to ensure they continue to meet legislative requirements as well as the needs of all parties.

Workplace rehabilitation procedures define key terms, describe key roles and outline steps in the return to work process.