

# The Department of Community Safety

## Workplace Rehabilitation Policy

### Our commitment

DCS is committed to providing all staff with a safe and healthy work environment, but in the event of a workplace injury or illness, ensuring that rehabilitation is commenced as soon as possible, in accordance with all legislative obligations.

### We believe

- ⊙ There are substantial benefits to be gained from effective workplace rehabilitation.
- ⊙ Workplace rehabilitation is a normal expectation for all workers and is a shared responsibility for all key stakeholders.
- ⊙ Workplace rehabilitation should commence as soon as possible after an injury/illness occurs.
- ⊙ Rehabilitation aims to:
  - maintain injured or ill workers at work; or
  - ensure the worker's earliest possible return to work; or
  - to maximise the worker's independent functioning if return to work is precluded.

### We act on our beliefs by

- ⊙ Ensuring appropriate suitable duties where possible, are made available to injured or ill workers to facilitate their safe return to work, as soon as practicable after injury.
- ⊙ Respecting the confidential nature of medical information and ensuring written and verbal confidentiality.
- ⊙ Consulting with injured workers in the development of their rehabilitation plan.

- ⊙ Complying with legislative obligations with respect to the standard for rehabilitation.
- ⊙ Adopting a multidisciplinary approach to rehabilitation as required.
- ⊙ Ensuring no injured worker is disadvantaged by their participation in rehabilitation.

### We internally monitor our performance by

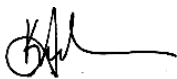
- ⊙ Robust internal audits against legislative requirements for rehabilitation.
- ⊙ Objective reporting against Key Performance Indicators.

### We verify our performance by

- ⊙ External third party audits aligned to the Safer and Healthier Workplaces strategy 2007–2012.
- ⊙ Achievement against Key Performance Indicators.

our target is **ZERO** harm

date effective: 1/1/2012  
review date: 31/12/2015



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