

# LEGRA

## LEGRA GROUP OF COMPANIES

### REHABILITATION POLICY

**Legra** recognizes that there are substantial benefits to be gained from rehabilitation principles and practices and is committed to implementing them at this workplace.

Experience has shown that workplace rehabilitation assists the healing process and helps restore the employee'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 (due to work related duties/activities) at work *or*
- ensure the employee's earliest possible return to work *or*
- maximise the employee's independent functioning if return to work is precluded.

#### **THIS POLICY HAS BEEN DEVELOPED AS A JOINT EMPLOYEE - EMPLOYER APPROACH.**

**Legra** is committed to:

1. Providing a safe and healthy work environment, but in the event of an injury or an illness, making sure workplace rehabilitation is started as soon as possible in accordance with medical advice.
2. Ensuring appropriate suitable duties are made available to injured or ill workers to facilitate their safe and early return to work. These duties must be medically approved and will be time limited.
3. Respecting the confidential nature of medical information and ensuring there will be both verbal and written confidentiality.
4. Ensuring all employee's are aware that, in the event of injury or illness, they will be consulted to develop their rehabilitation plan for a structured and safe return to work that will not disadvantage them.
5. Complying with legislative obligations with respect to the standard of rehabilitation.
6. Adopting a multidisciplinary approach to rehabilitation as required.
7. Reviewing this policy and procedures at least every three years to ensure it continues to meet legislative requirements and the needs of all parties.



**LYLE GILMORE**  
**MANAGING DIRECTOR**

Last Revised: Nov 2009  
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