Return to Work Policy Statement - Sample

STATEMENT

The return to work policy outlines the program designed to support workers who are unable to perform their regular work duties due to injury or illness. The return to work program aims to safely return workers to employment at the first reasonable opportunity following an injury or illness in a temporary modified or alternate role. Return to work will be conducted in cooperation with the healthcare provider, union as applicable, and the Workers Compensation Board of Manitoba where applicable.

By accommodating a worker with safe and suitable modified or alternate duties, the worker is able to remain a productive member of the workforce while they recuperate.

Objectives

* Provide safe and suitable work accommodations to lessen the physical, cognitive and emotional impacts of the injury or illness on the worker.
* Return the injured or ill worker to work as close as possible to their pre- injury duties and earnings.
* Ensure the worker’s return to work plan is in compliance with the requirements the employer has outlined in the collective agreements and all applicable laws, including requirements under *The Workers Compensation Act*.
* Avoid re-injury through safe and suitable work assignments and effective monitoring.
* Assist the worker to return to their regular work environment in a safe and timely manner.
* Maintain organizational objectives and productivity.

To view the full Return to Work Policy and Procedures, please refer to: (FILL IN THIS SPACE) located (FILL IN THIS SPACE).