

# Occupational Rehabilitation Policy

**Occupational Rehabilitation is a combination of medical, psychological, educational and vocational services being made available to safely restore employees back to work at their maximum achievable levels, as soon as possible.**

## **IN FULFILLING THIS COMMITMENT, GBM RESOURCES WILL:**

- Commit to providing occupational rehabilitation for any employee who sustains an injury or illness at work.
- Aim to assist employees in the return to their pre-incident duties as soon as possible.
- Recognise that effective occupational rehabilitation involves physical, psychological and financial benefits to injured persons and minimises disruption to their work.
- Recognise the right of confidentiality to an injured person while on a rehabilitation program.
- Believe that providing a safe, early productive return to work program is in the best interest of our personnel.
- Ensure that there is accurate medical assessment and involvement of rehabilitation counsellors, when needed, to support the role of the treating doctor.
- Ensure that no person will be returned to a job which will potentially aggravate their injury or condition and adequate alternative duties will be provided until such time as the employee can return to normal duties.

## **SCOPE**

The Occupational Rehabilitation Policy covers all aspects of our operations.

Signed; \_\_\_\_\_

Position: Managing Director

Date: \_\_\_\_\_

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