

Return to Work Solutions



During an injured employee's recovery period, return to full work should be encouraged by gradually returning the employee to full duties.

Injured employees may return to work prior to full recovery, if suitable duties (modified or alternate) are available. This can be achieved by the development of a suitable return to work arrangements plan agreed to by the treating medical practitioner.

Non-surgical injuries

Injuries include:

- Sprains
- Strains
- Simple fractures

Developing a return to work plan

- Consider the employee's work and identified areas where task modifications can be made to accommodate identified restrictions
- If an employee is unable to drive due to their injury, consider if another employee, member of the immediate family or member of the employee's household is able to provide transportation for them
- Communicate with the employee and their treating doctor whether modifications can be made to the workplace to encourage an early return to work.

Employee require surgery

Injuries include:

- Compound fractures
- Arthroscopy
- Dislocation

Developing a return to work plan

- Consider the benchmark recovery timeframe and develop an offer of suitable employment for the anticipated recovery timeframe. Discuss the options with the employee and their treating Doctor to let them know there are suitable options for return to work, post-surgery.
- Keep in contact with the employee during their period of recovery; remember that an employee can achieve a return to work prior to full recovery with the treating doctor's consent.



Managing psychological injuries in the workplace

Injuries include:

- Anxiety
- Adjustment disorder
- Depression
- Stress

Developing a return to work plan

- Early intervention is the key for the prevention of psychological claims in the workplace.
- Characteristics of a stress claim may include high absenteeism and ongoing conflict with other employees.
- Should such characteristics be identified in the workplace, consider whether there are ways to resolve the situation.