

REHABILITATION OF INJURED WORKERS

DEFINITION

Workplace Rehabilitation is a system of rehabilitation that is initiated or managed by QLA to assist injured or ill workers to return to work. This includes injuries that only require medical/therapy treatment, but no time off work. The workplace is used as a tool for rehabilitation – i.e. work activities are used to assist the worker to recover from injury or illness. This helps the injured worker to maintain their daily routine, and allows for gradual increases in the worker's level of involvement in particular activities in line with their recovery from injury or illness.

GOALS

- To return the injured worker to their pre-injury position and to maximise their independent functioning
- To create an environment in which the rehabilitation of injured workers is accepted and supported

PEOPLE INVOLVED IN REHABILITATION

- Treating Doctor
- Rehabilitation Coordinator
- Manager of QLA
- WorkCover Case Manager
- Therapists such as OT and Physio

Responsibilities – Injured workers

- To notify the QLA Coordination Team of the injury
- To attend a medical practitioner for diagnosis and certification
- To complete and lodge the application for compensation as soon as possible after the injury occurs
- To participate in rehabilitation as soon as practicable after the injury is sustained and for the period for which compensation is being paid.

Responsibilities – QLA

- To complete and lodge the Employer's Report within 10 days of becoming aware of a workers' injury
- To ensure confidentiality, both verbal and written, of all documents, correspondence and accounts
- To pay the worker for the day of injury plus an excess payment of up to \$500. To take all reasonable steps to assist or provide the worker with rehabilitation for the period for which the worker is entitled to compensation

Responsibilities – Coordination Team

- To understand the relevant legislation and to understand and coordinate the rehabilitation process
- To take all reasonable steps to assist or provide the worker with rehabilitation, particularly when considering the availability of suitable duties and providing a supportive work environment



REHABILITATION PROCEDURE FOR INJURED WORKERS

Get the appropriate treatment;
First aid officer
Doctor
Transportation as required

Notify workplace that you have had an injury and seek treatment

Attend the doctor (dentist if required)

To claim workers compensation – you need a Workers Compensation Medical Certificate from a doctor

Hand the Certificate to the Rehabilitation Coordinator and complete paperwork

Stay in contact with your Rehabilitation Coordinator - keep them informed about your progress.

Participate in your rehabilitation and return to work process.

Attend for regular review with your doctor or other specialists on the dates

When your rehabilitation is finished provide feedback to the Rehabilitation Coordinator about how you think it went.

order depends upon circumstance

Complete
Application for compensation
Authorisation form
Tax Declaration (if time off work)

Obtain
Introductory letter to doctor
Work capabilities checklist (these are for your doctor)

You must try your best to:

- Attend rehabilitation appointments (e.g. physiotherapy). Where possible outside of scheduled work hours.
- Participate in development of suitable duties plans
- Provide new certificates or forms for the workplace given to you by your doctor
- Keep your rehabilitation coordinator informed about your progress
- Keep your manager up to date with plans for your duties and hours