

SAFETY TALK

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Return to Work Responsibilities

In Canada, workers have the right to be treated equally and given equal opportunity; this includes workers injured on the job. Research shows that when a worker is injured, the longer they are away from work, the less likely they are to return to their pre-injury job. All workplace parties are responsible for cooperating in the return-to-work process, which includes respecting the employee's needs, privacy, and dignity, while supporting them in their return-to-work process. This can be accomplished by acknowledging our own responsibilities within the workplace.

RESPONSIBILITIES

Worker

- Immediately, or as soon as practical, report any work-related injuries, illnesses, or incidents to your immediate supervisor.
- Obtain the necessary paperwork and return all applicable documents (ex., functional ability forms, work restrictions, etc.) to your employer promptly.
- Cooperate with your supervisor/manager, Health Care Professional, and the Provincial Compensation Board to establish safe and suitable work to return to work as quickly as possible.
- Maintain regular communication with your employer, including providing updates on your progress and any significant changes in health or income.

Supervisor/Manager

- Contact the worker as soon as possible after the incident and maintain regular communication, at least weekly.
- Investigate the injury/incident promptly.
- Ensure the necessary paperwork is completed and submitted.
- Document all communications.
- Make every reasonable effort to accommodate the worker within their capabilities and offer safe and suitable modified duties.
- Reassess with the worker's modified duties as the worker recovers from their injury, as this will help the worker build their way up to their pre-injury position.

Health Care Professional

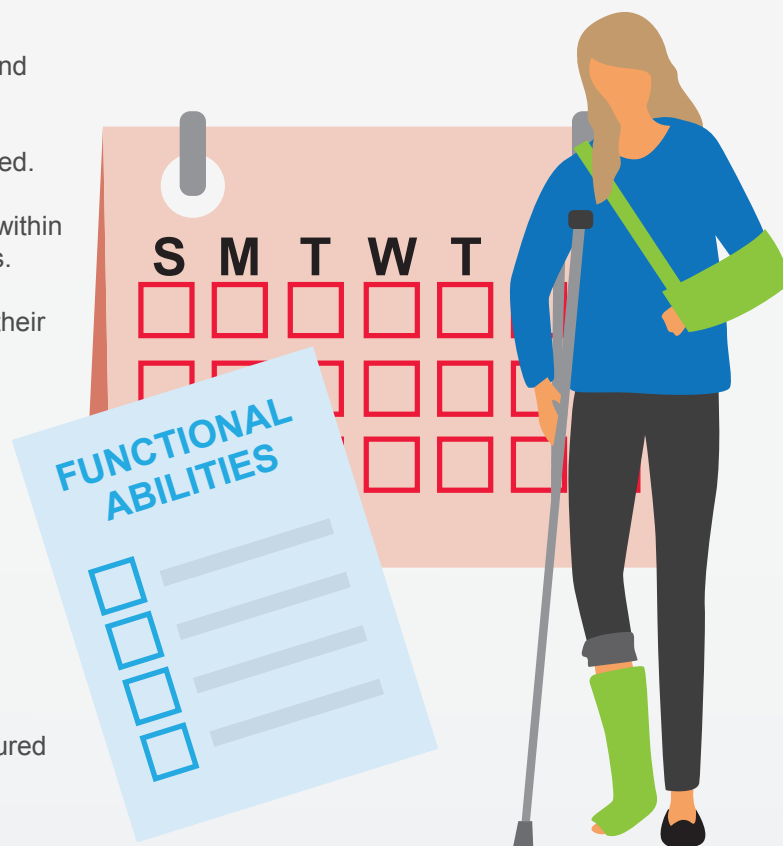
- Establish the injured worker's physical restrictions.
- Complete necessary paperwork to communicate with the employer, compensation boards, etc.

Provincial Compensation Board

- Maintain contact with the injured worker and the employer.
- Assist in the RTW process, when necessary.

Co-Workers

- Provide support, encouragement, and assistance to the injured worker.
- Always treat co-workers with respect.



ALWAYS REMEMBER, SAFETY FIRST