

# *Rural Municipality of Heart's Hill No. 352*

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## **4.6.6 RETURN TO WORK POLICY**

### **Purpose:**

R.M. of Heart's Hill No. 352, is committed to maintain a safe and healthy work environment. If an accident does occur, our policy is to return the injured worker to the workplace as quickly as medically possible. In keeping with this goal the R.M. of Heart's Hill No. 352 has implemented a "Modified Work Program". Participation in our Modified Work Program is a condition of employment, should the need arise and appropriate work be available.

### **Guidelines:**

To facilitate the Rehabilitation Process, R.M. of Heart's Hill No. 352 makes every reasonable effort to provide:

- Suitable, productive work to any worker unable to perform his/her regular duties as a result of work injury
- Timely medical intervention, resulting in better care and faster recovery, with fewer recurrences of injuries.
- Daily communication with the injured worker and regular communication with medical service providers and WCB personnel

Managers are expected to be fully conversant with the Modified Work Program and to implement the program in their work area.

The goal at all times will be to have the employee return to his regular job as quickly as medically possible after injury. It is also the employee's responsibility to "take all reasonable action to mitigate the loss of earnings resulting from an injury" (WCB Act – Section 51.1) and make himself available for modified work.

### **RATIONALE:**

### **AUTHORITY:**

Resolution: 287/19

The Municipalities Act: 81, 82(1)

Safety Manual, July 2018: 4.0 Employee Training and Awareness