



## **POLICY** Workplace Rehabilitation

**PURPOSE - Wiley shall provide a Workplace Rehabilitation framework for ill or injured workers.**

**SCOPE -** This policy applies to Wiley employees.

**RESPONSIBILITY -** Leaders, managers, and employees have responsibility to comply with this policy.

### **METHODOLOGIES AND CONSIDERATIONS**

#### **Aim of this policy**

Wiley recognises that there are substantial benefits to be gained from rehabilitation principles and practices and is committed to implementing them.

Experience has shown that workplace rehabilitation assists the healing process and helps restore the worker's normal function sooner.

Wiley shall:

- Provide a safe and healthy work environment, and in the event of an injury or an illness, making sure workplace rehabilitation is started as soon as possible in accordance with medical advice
- Ensure appropriate suitable duties are made available to injured or ill workers to facilitate their safe and early return to work. These duties must be medically approved
- Respect the confidential nature of medical information
- Ensure that all workers are aware that they will be consulted on a safe return to work that will not disadvantage them
- Comply with legislative obligations with respect to the standard for rehabilitation
- Adopt a multidisciplinary approach to rehabilitation as required



**Robert Barron** | Wiley - Chief Executive Officer