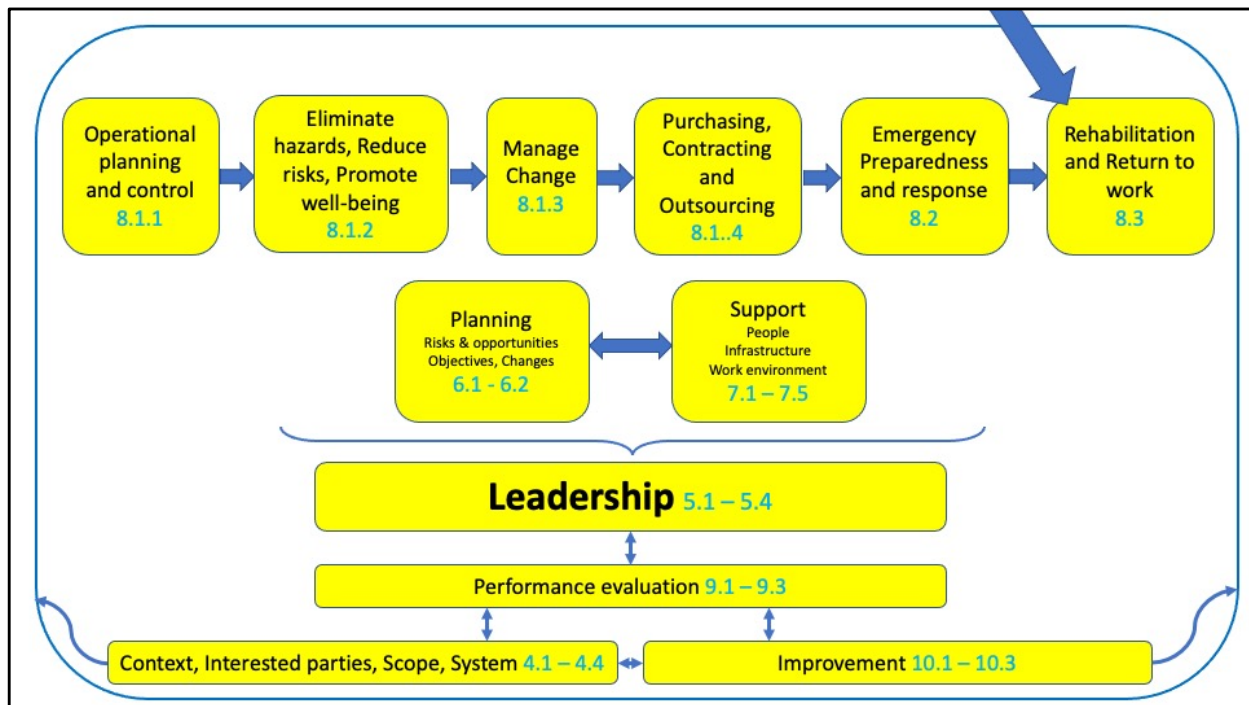


Lesson 6 – Clause 8: Operation

Clause 8.3 – Rehabilitation and Return to Work



8.3 Rehabilitation and return to work



8.3 Rehabilitation and return to work



8.3 Rehabilitation and return to work

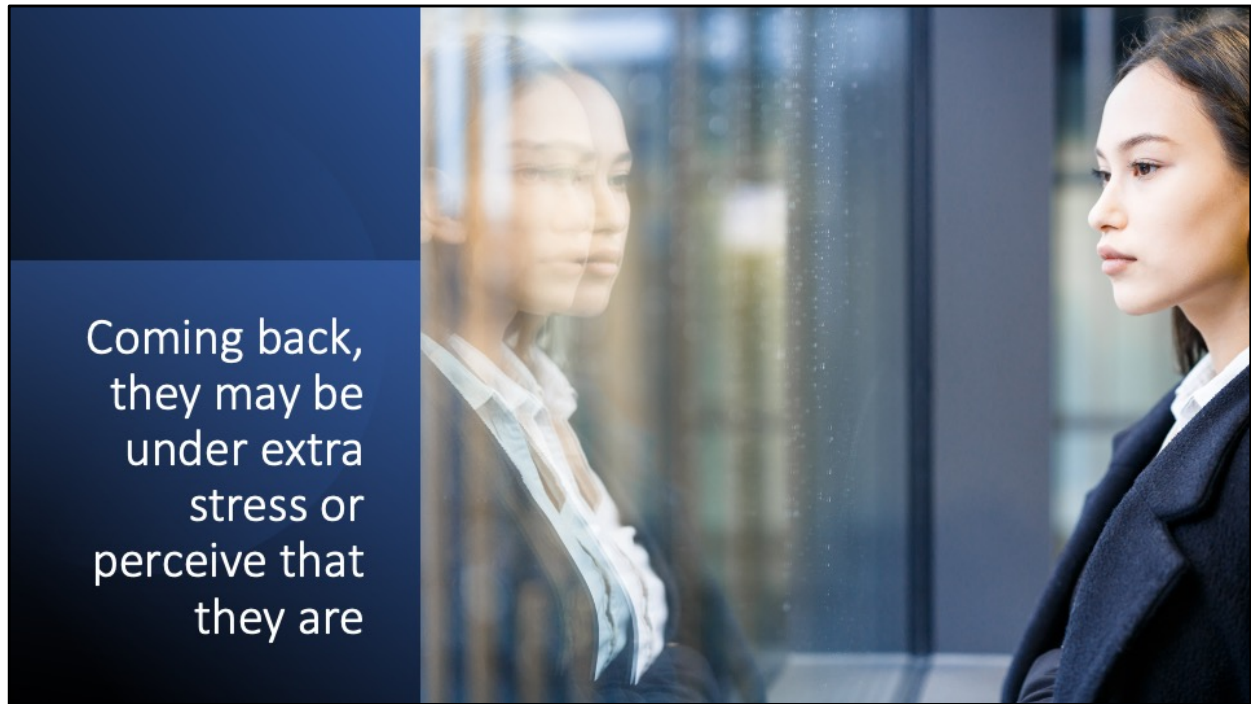
The organization should design and implement appropriate rehabilitation and return-to-work programmes.



Returning
workers need
support

8.3 Rehabilitation and return to work

Rehabilitation and return-to-work programmes aim to provide appropriate support to workers experiencing negative impact of exposure to psychosocial hazards, including where this has resulted in absence from work.



8.3 Rehabilitation and return to work

When designing these programmes, the organization should take into account that workers can be at increased potential for exposure to psychosocial risks as part of the return to work process. For example, work adjustments to facilitate return to work can result in changes to work tasks, relationships and social interaction, supervision, work culture, and perceptions of achievement and value at work.

The potential for increased exposure to psychosocial risks applies to workers who are returning to work regardless of the reason for their absence.

It's important
to respond
early – be
ready when
they return



8.3 Rehabilitation and return to work

An early and supportive response to negatively affected workers is important.

The organizations can encourage early reporting of issues by demonstrating commitment to maintaining confidentiality and providing a supportive, respectful work environment (see [Clause 5](#)).

Managing potential for exposure is vital – just like managing other risks



8.3 Rehabilitation and return to work

The potential for exposure to psychosocial risks during return to work should be managed in a manner consistent with how all psychosocial risks should be prevented and managed.



8.3 Rehabilitation and return to work

Examples of measures to improve rehabilitation and return to work include:

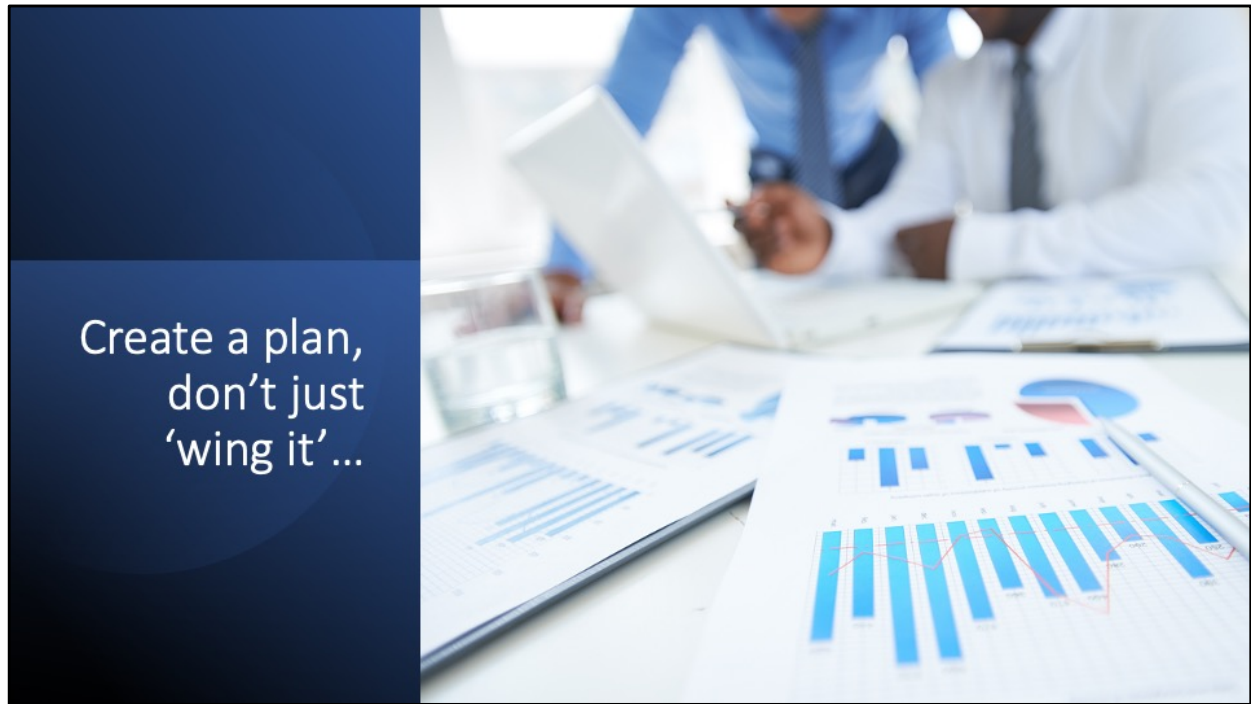
- a) providing access to, or information about, general occupational health services, whether internal or external to the organization;

Provide
counselling
and access to
other support
services



8.3 Rehabilitation and return to work

b) providing access to, or information about, confidential debriefing, counselling services, conflict mediation services, and access to relevant assessment(s) etc.;



8.3 Rehabilitation and return to work

c) talking with an affected worker to understand and plan for reasonable work adjustments to support return to work;



Management
needs to
know what's
required

8.3 Rehabilitation and return to work

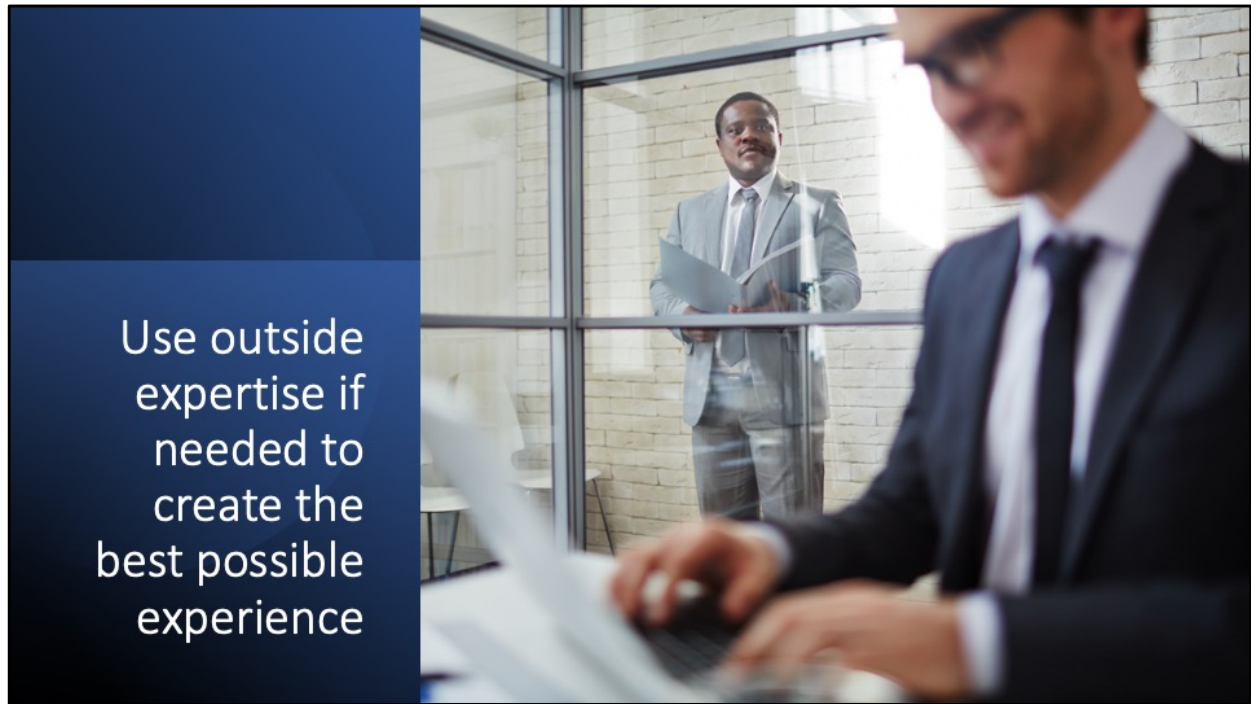
d) ensuring workers with management roles are competent to manage the impact of exposure to psychosocial hazards and understand applicable legal requirements and other requirements as workers return to work;

Monitoring
the progress
of a returning
worker is
essential, too



8.3 Rehabilitation and return to work

e) regularly monitoring rehabilitation and return to work programmes to establish if there are new or previously unidentified risks;



8.3 Rehabilitation and return to work

f) consulting with other relevant interested parties, including occupational health professionals, in managing the return to work process regarding progress and necessary changes to the return to work programme.

Time for the Quiz!

You'll need your copy of
ISO 45003 to answer the
quiz questions

