

## **Overview of Stakeholder Roles and Responsibilities in Rehabilitation and Return to Work**

Medical Practitioners and Allied Health Professionals play a pivotal role in the rehabilitation and return to work of injured and/or ill Nurses in Victoria.

### **Definition of Rehabilitation and Return to Work**

Rehabilitation includes:

- (i) The physical, social and psychological rehabilitation of the injured and/or ill nurse and assistance in returning them to their work as nurses;
- (ii) Provision of sustainable, safe, meaningful and durable return to work of injured and/or ill nurses identified through consultation with the injured/ill nurse, his/her employer, treating doctor and other key stakeholders.
- (iii) Early identification for those injured and/or ill nurses who cannot return to nursing and the provision of assistance for training and re-skilling to achieve meaningful and productive alternative employment, with the potential to achieve similar income to that prior to the injury or illness;
- (iv) Strategies for long term injured nurses who will never RTW in any capacity and this must encompass restoration of quality of life to the maximum possible level; and
- (v) The linking of rehabilitation with prevention of injury and/or illness to nurses in hospitals.

Return to work (RTW) is for the injured and/or ill nurse to return to their pre-injury role following a workplace injury and/or illness, in the first instance where possible.

### **Roles and Responsibilities of Key Stakeholders**

#### **Medical Practitioner/Allied Health Practitioner**

- Diagnose Injury and/or Illness;
- Communication with Key Stakeholders (be Open, Transparent and Continual);
- Respond to requests for information/reports in a timely manner;
- Identify work capabilities, focusing on what the injured and/or ill nurse can do rather what they cannot do;
- Actively participate in the development of the return to work plan;
- Recognise the importance of rehabilitation in aiding recovery.

#### **Injured and/or ill Nurse**

- Early Notification of Injury;
- Lodge a Workers' Compensation claim;
- Communication with Key Stakeholders (be Open, Transparent and Continual);
- Actively participate in the development and application of return to work plan;
- Recognise the importance of rehabilitation in aiding recovery.

#### **Employer**

- Provide a safe work environment;
- Promote early notification of injury/incident and claim lodgement;
- Communication with Key Stakeholders (be Open, Transparent and Continual);
- Manage Workplace Injury;
- Explain entitlement to workers' compensation;
- Develop and implement individualised return to work plans;
- Educate workforce on consequence of injury, workers' compensation and rehabilitation;
- Recognise the importance of rehabilitation in aiding recovery.

#### **Return to Work Coordinator**

- Develop and maintain relationships with injured and/or ill nurse, their manager/supervisor, and medical practitioner/allied health professional;
- Communication with Key Stakeholders (be Open, Transparent and Continual);
- Explain Rehabilitation and Return to Work Process, Rights and responsibilities;
- Develop, implement and regularly review individualised return to work plan working with injured and/or ill nurse, their manager/supervisor, and medical practitioner/allied health professional;
- Recognise the importance of rehabilitation in aiding recovery;
- Comprehensive knowledge of injury and/or illness and the work environment.
- In accordance with EBA Clause 10.7 and 12.6 inform union, and inform worker they are entitled to representation.