



**YUKON WORKERS'
COMPENSATION
HEALTH AND
SAFETY BOARD**

SUBJECT: REHABILITATION POLICY NO.: CS - 05
BOARD APPROVAL: *[Signature]*
APPROVAL DATE: 93-12-09
BOARD ORDER NO.: _____ **REVOKED**
EFFECTIVE DATE: 93-12-09 **JAN 01 2005**

POLICY STATEMENT

*replaced with CS-11
Rehabilitation Policy
effective Jan 1, 2005*

SECTION
REFERENCE: **30**

POLICY: **REHABILITATION**

GENERAL INFORMATION

Rehabilitation is provided to a worker who has suffered a work-related disability. The purpose of rehabilitation is to return a worker to their pre-accident level of functioning, or to a level of self-sufficiency and independence. This may be achieved through medical assistance, counselling assistance, job placement assistance, education, and training.

POLICY

A. PHILOSOPHY OF REHABILITATION

Rehabilitation shall be provided in consultation with a disabled worker to assist him/her in overcoming as much as possible the effects of a work-related disability in order to restore them to their pre-disability level of personal, social, and economic functioning.

A consultative client-centred case management model of rehabilitation service may be employed to accelerate the recovery of a disabled worker to their pre-accident level of functioning.

Rehabilitation shall not be provided to a disabled worker if, in the opinion of the board, the worker will be unlikely to benefit.

B. GUIDELINES FOR REHABILITATION

The guidelines for rehabilitation will include, but are not limited to the following:

- (a) A wholistic approach will take into consideration the "whole person" in terms of the physical, psychological, social, and vocational impact of a disabling condition;
- (b) Where a client-centred approach is employed a rehabilitation plan will be developed in consultation with the worker;
- (c) Early intervention will be undertaken in the rehabilitation of a disabled worker in terms of medical, social, and vocational rehabilitation;
- (d) Rehabilitation treatment will be sensitive to, and take into consideration a worker's cultural background;
- (e) A sports medicine approach to healing will be followed that focuses on active progressive exercise during recovery;
- (f) Work conditioning treatment will be utilized to reduce re-injury, and to increase the rate of safe and successful re-entry into the work force;
- (g) Prevention of re-injury will be addressed through education, and on site assessments of workplaces;
- (h) A primary non-compensable disability shall not normally be treated;
- (i) A secondary non-compensable disability which impacts a work-related disability, may be treated if it hinders the recovery of a disabled worker;
- (j) Individual rehabilitation plans will be periodically reviewed and may be adjusted;
- (k) Local rehabilitation services will be used whenever possible;
- (l) Close liaison with health care providers will be maintained during a worker's recovery;
- (m) Workers must co-operate and actively participate in the rehabilitation process;
- (n) Employers will be encouraged to actively participate in the rehabilitation process.