



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

SUBJECT: _____ POLICY NO.: CS - 07
BOARD APPROVAL: _____
APPROVAL DATE: 94-09-13
BOARD ORDER NO.: _____
EFFECTIVE DATE: 94-11-09

REVOKED

JAN 01 2005

POLICY STATEMENT

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

SECTION
REFERENCE: **30**

POLICY:

VOCATIONAL REHABILITATION

GENERAL INFORMATION

The purpose of **Vocational Rehabilitation** is to reintegrate a worker back into the workforce. An assessment is conducted to determine an individual's interests, aptitudes, physical abilities, and skills. The purpose of the assessment is to determine if a disabled worker may require assistance. The vocational assessments are conducted by the Rehabilitation Counsellor. A Vocational Rehabilitation Plan is developed from the assessment. The plan may involve job search, work assessment, training-on-the-job, or re-education for the disabled worker.

All claims decisions are appealable to the Workers' Compensation Health and Safety Board.

POLICY

A. DEFINITIONS

(a) **EMPLOYABILITY**

Employability means a disabled worker possesses the skills, aptitudes and physical ability required to be safely employed for a specific occupation or group of occupations.

(b) **YUKON CONTEXT**

A Yukon context means a worker would be provided with vocational rehabilitation on the basis of potential employability in the Yukon.

(c) CANADIAN CONTEXT

A Canadian context means a worker would be provided with vocational rehabilitation on the basis of potential employability anywhere in Canada.

(d) COST-EFFECTIVE

Cost-effective, as determined by the board, shall include the greatest wholistic benefit to the worker for the cost of the Rehabilitation Plan.

B. GOAL OF VOCATIONAL REHABILITATION

The goal of vocational rehabilitation is to return a worker as close as possible to their pre-injury level of employability. This includes restoration of their pre-injury earnings pattern as determined over a period or periods of time that equitably reflect the worker's pre-injury earning capacity.

C. VOCATIONAL REHABILITATION ASSISTANCE

Vocational rehabilitation assistance leading to employability shall be determined in a cost-effective, case by case basis in the following order of priority:

- (a) a Yukon context;
- (b) a Canadian context.

D. VOCATIONAL REHABILITATION HIERARCHY OF OBJECTIVES

Although the hierarchy of objectives is sequential in nature, it is fluid in its application. Subsequent objectives are only undertaken once all preceding options have been examined. The hierarchy of vocational rehabilitation objectives is as follows:

- * (a) Return to the same work with the same employer.
- * (b) Return to similar or comparable work with the same employer.
- * (c) Return to different, but suitable work with the same employer.
- * (d) Return to similar or comparable work with a different employer.

- * (e) Return to different, but suitable work with a different employer.
- (f) New skills training-on-the-job.
- (g) Re-education and/or self-employment.
- * Items (a) to (e) inclusive, upgrading of existing skill sets may be considered within these areas. Upgrading may include training or re-education.

E. TERMINATION OF VOCATIONAL REHABILITATION PLAN

A vocational rehabilitation plan is terminated when:

- (a) the goals of vocational rehabilitation are achieved and the worker is clearly employable and the plan complete;
- (b) the worker fails to co-operate with the vocational rehabilitation plan; or
- (c) the worker is not going to benefit from continued vocational rehabilitation.

REVIEW CLAUSE

The Vocational Rehabilitation Policy Statement shall be evaluated in two years time from the effective date of the policy.

REFERENCES

Workers' Compensation Health and Safety Board:
Rehabilitation Policy Statement