



Town of Happy Valley-Goose Bay
Policy Statement

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Approved Date: December 12, 2019	Effective Date: December 12, 2019	Revision Date:	
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Topic: Return to Work Policy

Policy Statement:

The Town of Happy Valley-Goose Bay is committed to assisting workers who have been injured on the job to return to work in a timely and safe manner.

The Town of Happy Valley-Goose Bay will fulfill this commitment by contacting the worker as soon as possible after the injury and offering employment that is consistent with the workers' functional abilities. Job options will be identified and offered using the Workplace Health, Safety and Compensation Commission's Hierarchy of Return-to-Work as identified in WHSC Act Policy RE-18 and in accordance with Section 89 and 89.1 of the *Workplace Health, Safety and Compensation Act*.

All members of the organization including supervisors, co-workers, and the union are responsible for actively participating and cooperating in the return-to-work process when required. Where necessary the company will seek input and advice from other parties involved in the RTW process including the Workplace Health Safety and Compensation Commission and external health care providers.

Any personal information received or collected that can lead to the identification of an injured worker will be held in the strictest confidence. Information of a personal nature will be released only if required by law with the approval of the worker who will specify the nature of the information to be released and to whom it can be released.



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Topic: Return to Work Policy Continued

This statement will be reviewed at least annually and may be updated or changed as required.


Signed: _____ Dated: _____

Name: _____ Position: _____

IN WITNESS WHEREOF, this policy is sealed under the Common Seal of the Town of Happy Valley-Goose Bay.



Mayor, Wally Andersen



Town Manager, Robert Andrews