



Department: Human Resources
Section: Employee Benefits

The Annapolis Valley Regional School Board has a commitment to provide a healthy and safe work environment. It believes it is the responsibility of both the employer and employees to prevent workplace accidents and to assist the rehabilitation and reintegration of employees who have been absent because of injury or illness back into the workforce.

The Annapolis Valley Regional School Board will make every reasonable effort to provide suitable, transitional employment to permanent, probationary, term, spare and casual employees who are covered by Workers' Compensation, disability insurance plans, and other medically supported easeback plans. This may include modifying the employee's work duties or providing an alternate position within the bargaining unit, depending on operational requirements and the employee's physical abilities.

Only work that is considered to be meaningful and productive shall be considered for the Return-to-Work program.

Specifically

- All injured employees will be treated with dignity and respect.
- Early assistance will be undertaken to accommodate injured employees return-to-work.
- Injured employees are expected to participate in the Return-to-Work program to the best of their ability and capacity.

Monitoring

- The Director of Human Resources is responsible for the implementation, monitoring and revision of this policy.
- This policy will be monitored annually.

Board Approved: December 5/07
Ref: AP 303.4
Monitoring Date: Annually
Revised: