

Triggers for referral to workplace rehabilitation

- 1 The worker has been unfit for a period greater than four weeks
- 2 The worker is fit for work however it is unclear which duties can be utilised for a return-to-work program based on the doctor's certification and Worker's injury
- 3 The worker has been certified fit for suitable duties, but limited action has been taken, or attempts to commence work have been difficult and / or unsuccessful
- 4 A case conference required to assist in developing a return-to-work program
- 5 There is a stated absence of suitable duties available
- 6 There is a situation where the only suitable duties available are very sedentary, however the pre-injury role is very physical and no duties have been identified for progressing a return-to-work
- 7 There are permanent restrictions placed by treating medical practitioner and this cannot be accommodated
- 8 You need the employee to be fit for the full role to have them back at work
- 9 The medical restrictions have not been relaxed over an extended period with no clear reason for this being reported
- 10 Progress with return-to-work has stalled beyond what is considered an acceptable period
- 11 There are obvious areas / duties or work processes in the workplace according to the worker, that are causing issues, and therein delaying recovery or causing aggravation of symptoms
- 12 The worker or employer is reporting concern with contact/communication re: return-to-work and recovery, or contact was previously positive and is becoming negative or heading in that direction
- 13 Hostility is present between worker, insurer and employer and / or supervisor or the worker appears (or is reporting) a desire to avoid work or the workplace
- 14 The worker is reporting a desire to change employer and / or resign when there are no clear physical or other obvious indicators present to suggest this is necessary
- 15 It is felt an independent third party is needed for a number of reasons
- 16 There is effectively a "subjective feeling" that things will not work successfully

If you have identified any of these issues with Injured workers you are assisting, contact STAR for help from one of our skilled Workplace Rehabilitation Consultants.