

Quick facts:

Facts for return-to-work programs

Joint Mechanism for Consultation

WorkplaceNL recognizes the importance of developing and implementing workplace-based return-to-work programs. These programs allow employers and employees to take a proactive approach in assisting injured workers to return to safe and productive work activities as soon as possible following an injury. An effective return-to-work program can provide many benefits to all partners in the return-to-work process.

Organizations that engage in joint and meaningful consultation between management and employees experience higher success and satisfaction rates with their return-to-work programs. This collaborative approach is a fundamental component of an effective return-to-work program. Encouraging a partnership focus creates a greater sense of ownership in the program from all levels within the organization. It also provides a valuable resource when dealing with complex return-to-work issues and allows for more innovative and practical solutions.

Who should be involved in the joint mechanism for consultation?

The employer must consult with the union or their employees prior to inviting individuals to participate in the consultation mechanism. These representatives must be selected by their co-workers or union constitution where applicable. At least half of the individuals should represent the workers.

Should the joint consultation mechanism be involved in all return-to-work issues?

The purpose of the joint consultation mechanism is to engage in meaningful consultation on the return-to-work program and to provide advice on complex return-to-work issues. The mechanism is not intended for day to day issues related to individual return-to-work plans.

What do you mean by meaningful consultation?

Meaningful consultation provides information to all parties to enable their full participation. It also provides opportunities for input and assesses the input from all parties when designing, implementing, monitoring, evaluating and revising the program.



Quick facts:

Facts for return-to-work programs

What are the benefits of establishing a joint consultation mechanism?

Benefits for the Employer

- Creates a sense of ownership from all levels in the organization.
- Strengthens ability to assist injured workers.
- Improves labour relations.
- Maximizes the use of internal resources.
- Assists in handling complex return-to-work issues.
- Increases likelihood of success in return-to-work program.

Benefits to the Worker

- Enhances employee morale by valuing their input.
- Improves labour relations.
- Allows for employee involvement in return-to-work program design.
- Increases likelihood of success in return-to-work program.

Your PRIME Readiness **CHECKLIST**

A joint mechanism for consultation is required by employers with over \$48,000 in average annual base assessments.

(note that all return-to-work program requirements under PRIME must be developed in joint consultation with the workers.)

- Does the business/organization have a mechanism in place that provides for joint and meaningful consultation on the return-to-work program and complex return-to-work issues between management and employees?
- Are workers involved through consultation?

For more information on return to work program injury reporting please contact

St. John's	t 709.778.1000	t 1.800.563.9000
Grand Falls-Windsor	t 709.489.1600	t 1.800.563.3448
Corner Brook	t 709.637.2700	t 1.800.563.2772