



Return -to-Work policy

Makkovik Inuit Community Government is committed to assisting workers who have been injured on the job to return to work in a timely and safe manner.

The company will fulfill this commitment by contacting the worker as soon as possible after the injury and offering employment that is consistent with the worker's 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 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 an 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 or with the approval of the worker who Will specify the nature of the information to be released and to whom it can be released.

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

Signed: *Herbert R. Jacques*

Date: *Jan 16/08*