

Surrey Fire Service Operational Guidelines

Serious Injury Follow Up	O.G. #1.04.04	Page 1 of
	Draft November 23, 2011	Init. of FC

PURPOSE: To support the wellbeing of Employees seriously injured in a workplace accident.

SCOPE: All Fire Department personnel

POLICY: Any employee involved in a serious work place accident in which hospitalization was required will be provided with the opportunity to consult with a mental health specialist prior to returning to full duties.

This consultation is not a mandatory requirement for return to work, but is a recommended step in the return to work process and is not intended to cause undue hardship to an employee.

This consultation will not form part of an employee's personal record other than to note it was offered as a result of a workplace accident.

PROCEDURE:

1. An employee seriously injured in the course of their duties will qualify for follow up with a mental health professional to ensure the employee is provided with all the necessary assistance needed for a complete recovery.
2. The employee will be referred to the Manager of OH&S and be given the opportunity to decide upon meeting with a mental health professional.
3. The consultation will be arranged by the injured member and will be billed directly to the City of Surrey Fire Service.

<hr style="width: 30%; margin: 0 auto;"/> Signature of Fire Chief	This O.G. Replaces: New Issued on: November 23, 2011
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