

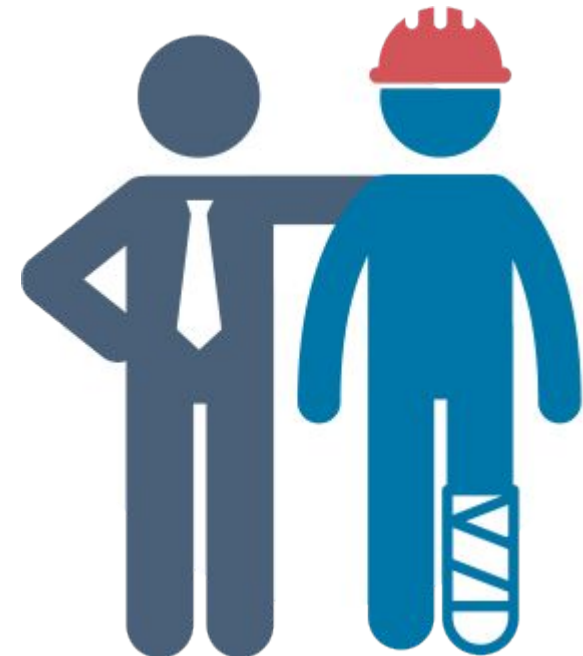
# Transformative Strategies for Holistic Injury Management



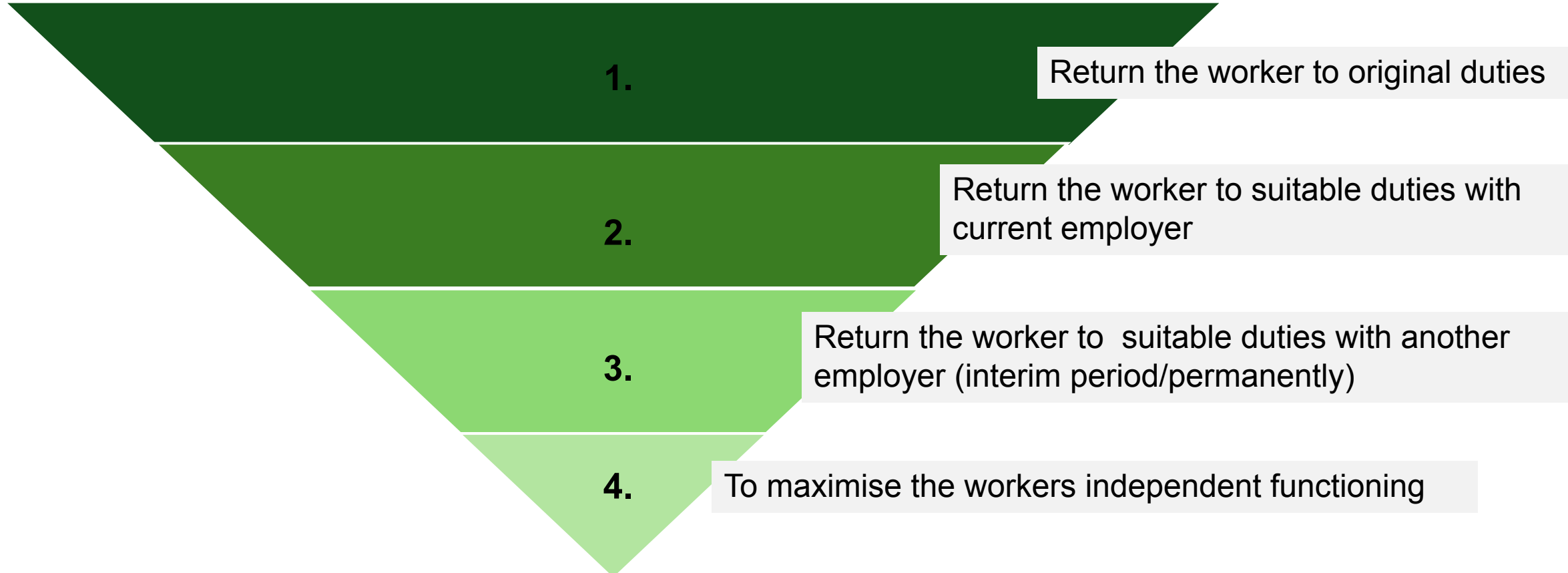
# What is Rehabilitation Return to Work?

Rehabilitation RTW of a worker is a process designed to:

- a) Ensure the workers earliest possible to return to work, or
- b) Maximise the workers independent functioning



# The Purpose?



# POLL

**What industry you might be working in?**

# HSE & HR



# Role of the Return-to-Work Coordinator

- Primary Point of Contact for the IW
- Communication Link
- Support for Early RTW
- Aligned RTW Planning

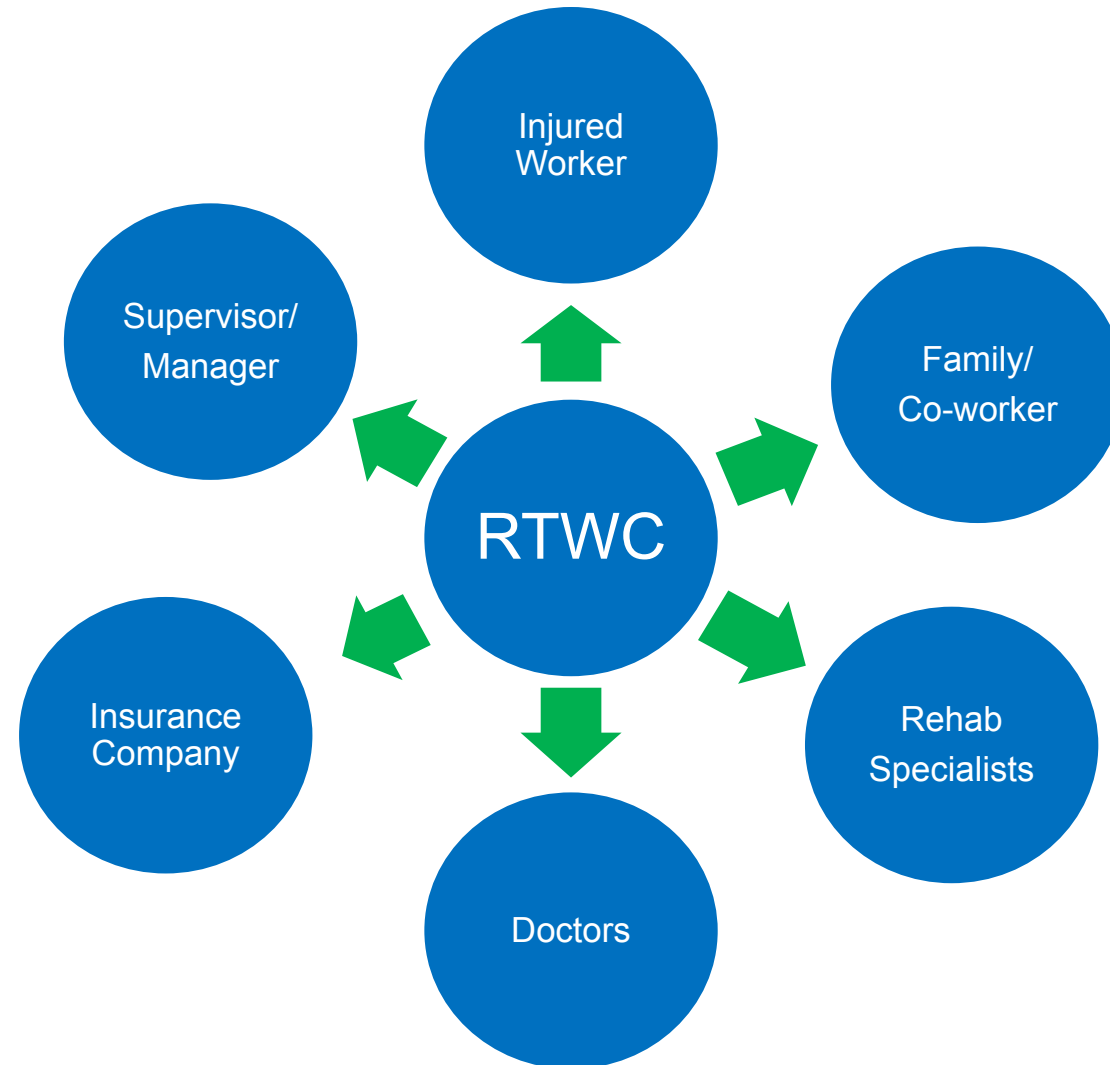


# Privacy and Confidentiality

- Does your business have a Privacy and Confidentiality Policy in place?
- How are your RTW records kept?
- Check to see if the process is aligned to the Policy?



# Stakeholder Communication





# Good Communication

1. Keeping the worker informed
2. Have a weekly (as a minimum) check-in's conversation
3. Send texts for small/quick updates/information
4. Email for information – record keeping is key
5. Maintain occasional contact with spouse/loved one if the IW gives permission.



# Traditional Approach

Traditional methods of Return to Work (RTW) focus on re-integrating an injured or ill worker back into their previous job or a suitable alternative as soon as they are medically able.

These methods typically involve a structured process with specific steps and roles.



# Holistic Approach

A holistic approach to RTW considers the entire wellbeing of the injured worker, addressing not only their physical recovery but also their emotional, social, and vocational needs.

This approach aims to create a supportive environment that facilitates a smooth and sustainable return to work.



# What's the Difference: Traditional vs Holistic

- Involving the injured person more.
- Traditional approaches often involve passive patient participation;
- Holistic approach actively involve patients in their healing process. It's a whole person focus – including physical, emotional, and mental health.
- By actively involving and consulting with the injured worker, it empowers them. They will want to be part for their recovery process.
- Encourages the injured person to take responsibility of their own health.



# Scenario

Bob

Delivery Driver

53 years old

# POLL

**Who do you think will be involved at this point of time in Bobs return to work?**

Keep in mind we, consultation and communication are key...

# Bob's RTW Reality



# Black Dog Appears

Depression sinks in and mental health deteriorates.





# POLL

**What do you think could have been done better?**

# Supervisors & Managers

1. Promote the come and recover at work culture.
2. Ensure the worker feels supported and valued.
3. Determine appropriate suitable duties are available.
4. Create options in other depts., communicating across work areas.
5. Understand the restrictions within the medical certificate.
6. Ensure the worker not over doing it.



# A Person-Centred Approach

- Supports the IW.
- Takes into account the person's life experience, age, gender, culture, language, beliefs, and identity.
- Requires flexible services and support
- Focuses on what the IW can do now.
- Is inclusive of the persons support network,
- Should support and enable the IW.

# Advantages

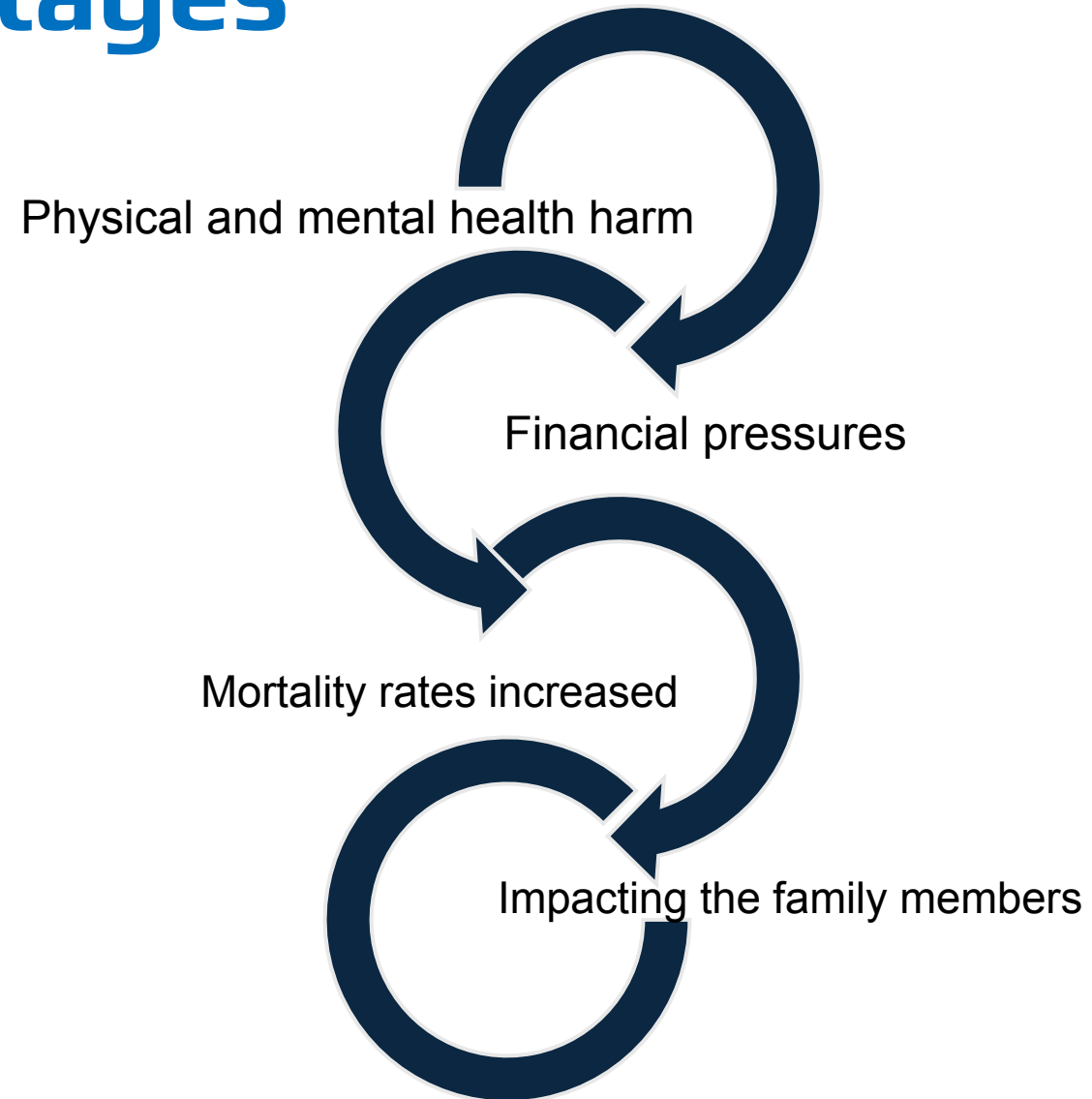
- Muscles don't weaken
- Improved blood flow to injury, therefore, improves healing rate
- Helps balance fatigue, and normal daily life activities
- Stimulates the brain

**TO HAVE  
MEANINGFUL  
WORK IS A  
TREMENDOUS  
HAPPINESS**

RITA MAE BROWN

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# Disadvantages



# Psychosocial Aspects



Hazards work include:

- Job demands
- Low job control
- Poor support
- Lack of role clarity
- Poor organisational change management
- Inadequate reward and recognition
- Poor organisational justice
- Remote or isolated work
- Poor physical environment
- Violence and aggression
- Bullying harassment
- Conflict or poor workplace relationships and interactions

# Positive Impacts

- Gives the injured worker a sense of belonging.
- Injured worker has structure to their days/weeks
- Sense of financial security
- Improves overall health and wellbeing
- Decreases the likelihood of negative behaviour



# Key Takeaways



1. Ensure your workplace has a ***return-to-work coordinator***.
2. Regularly review and update your ***policies and procedures***.
3. ***Incorporate early intervention, support, and continuous improvement*** into psychosocial policies and procedures.
4. Prioritise ***consultation and documentation***.
5. Create a ***supportive and inclusive environment***.
6. Implement clear communication channels for ***open dialogue*** between workers, supervisors, and healthcare professionals.
7. Focus on the person as a whole.
8. Provide ***training and education on psychosocial risk factors and coping strategies*** for employees and managers.
9. Offer ***flexible work arrangements***
10. Promote ***psychological safety, social support, and employee engagement*** in the workplace.



**Q&A**

