



# Functional Re-education and Empowerment Program

Altius Group has over 20 years' experience providing treatment services and functional upgrading programs for workers compensation, CTP, life insurance, Medicare, DVA and Private Health Fund customers. Our Functional Re-education and Empowerment Program responds to the growing need for workplaces to support an increasingly ageing and injured workforce through positive and sustainable Return to Work and Pre-Injury Duties occupational health initiatives.

We understand that over a third of all workplace injuries are associated with manual handling and that adequate education and training significantly reduces the risk of injury. According to Safe Work Australia 43,553 claims were lodged for body stressing across a recent five year period.

## Program Benefits

Our manual handling education and empowerment program has to date, for those involved, found:

- An increase in employee confidence to return to Pre-Injury Duties (PID).
- Improved confidence of treating practitioners in certifying fit for PID.
- Short timeframes between end of program and PID certificate.
- In cases where no claim was submitted, workers were capable of maintaining PIDs with greater confidence.
- An increased awareness of correct manual handling techniques and increased understanding of how to manage symptoms and avoid aggravation in future.

Through employee manual task training and self-management education, specific to roles and individual needs, the program aims to:

- Decrease the time an employee takes off work and increase the **sustainability** of Return to Work outcomes following injury.
- Improve an employee's **confidence** and functional capacity to return to **Pre-Injury Duties (PID)**.
- **Support** employees to obtain certificate clearance to return to PID.
- **Empower** employees to practice their improved **understanding** of how to manage their symptoms and avoid aggravation of their injury in the future.
- Increase **awareness** of manual handling techniques **specific** to their position.
- **Minimise**, for an employee who has sustained injuries, reliance on treatment.

## Who May Benefit?

The program is designed to support injured employees, in particular:

- Employees who have experienced a delay in returning to the final stage duties within their return to work plan, to their pre-injury duties.
- Workplaces experiencing a significant number of manual handling incidents and claims.
- Employees engaged in work that includes a significant number of manual handling related tasks, as part of a proactive, preventative approach.
- Employees with limited job specific advice provided by treating allied health professionals.
- Employees who have experienced multiple incidents, or multiple incidents relating to the same body part, to empower them to move forward towards more positive work outcomes.
- Employees that have suffered a workplace injury but have not submitted a claim.

## Tailored Programs

Our team of allied health professionals located across Australia works closely with organisations to identify gaps in employee awareness and education, then tailors each functional re-education and empowerment program to meet specific individual and workplace needs.

The tailored program includes a 1.5 hour **Initial Assessment** and Report involving a brief injury and treatment history, mini-functional assessment, manual handling education, demonstration and prescription of workplace exercises.

During the program employees receive regular emails to **re-inforce recommendations** made to them. Employers receive **work capacity recommendations** based on the functional capacity employees demonstrated at work.

After 4-6 weeks, a one hour **Follow-Up Session** is scheduled including re-assessment of work duties, reinforcement of manual handling education and self-management strategies and a report.

Altius Group has years of experience identifying barriers and implementing effective solutions. We have a solid understanding of how to engage with employees to build healthy teams of people and a productive, successful workforce.

Industry based evidence and insight, conversations with our clients and our connections within the industry, enable us to stay ahead of emerging needs to deliver holistic support services to organisations across the **lifecycle of their people's employment**.



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