

# WA Shearing

Improving Outcomes Through Early Intervention



# Presentation Objectives

- The impact of a workplace injury
- What is Early Intervention (EI)?
- The benefits of EI

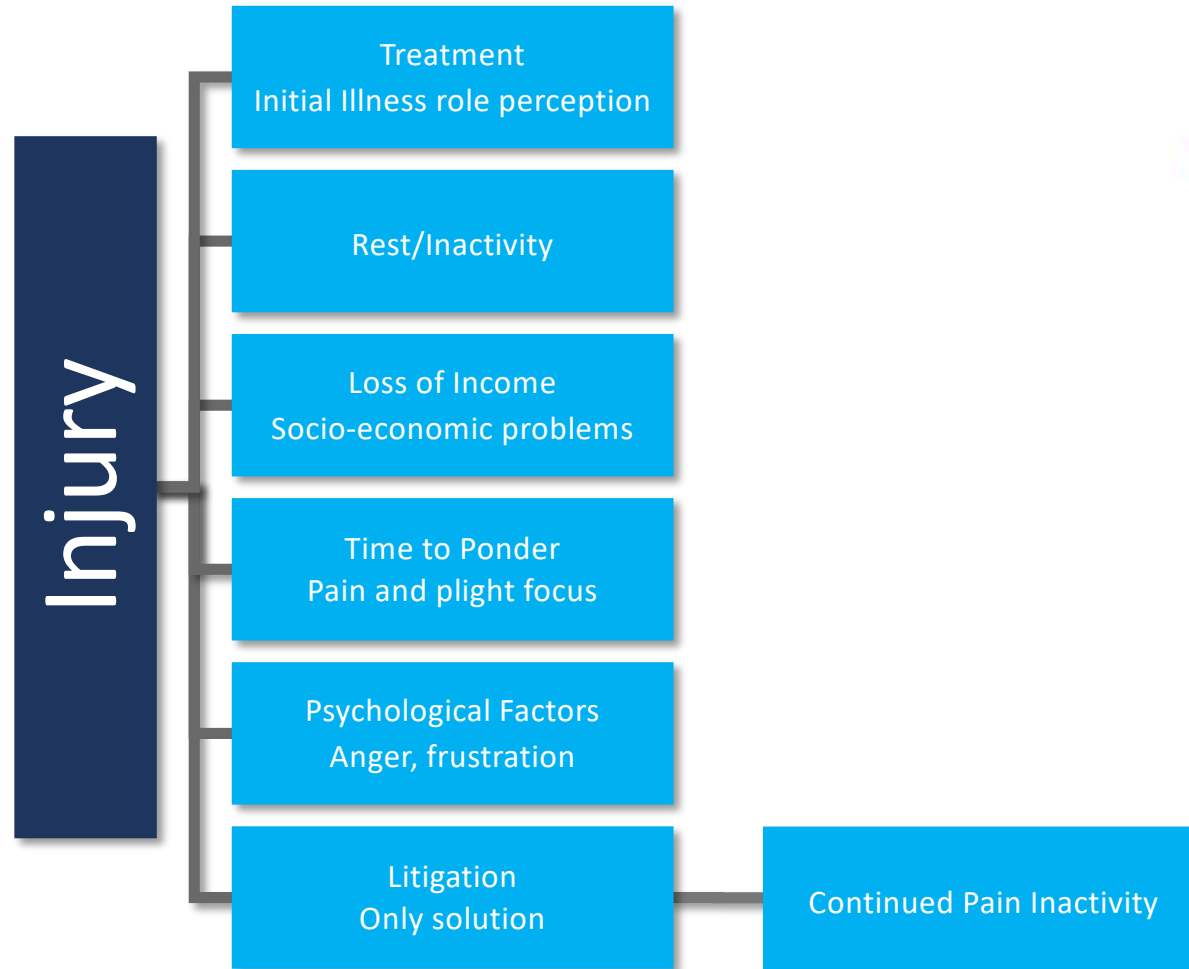


# Health Benefits of Work

For most individuals, working improves general health and wellbeing and reduces psychological distress. Even health problems attributed to work (e.g: musculoskeletal conditions have been shown to benefit from activity based rehabilitation and an early return to suitable work [AFOEM, 2011, pg7]).



# Impact on Employee



# Impact on Employer

## Indirect Costs

- Legal
- Replacement Worker Costs
- Lost Productivity
- Employee Morale

## Direct Costs

- Surcharges
- Higher Premiums
- Earning Benefits
- Potential Penalties

# Return to Work Obstacles

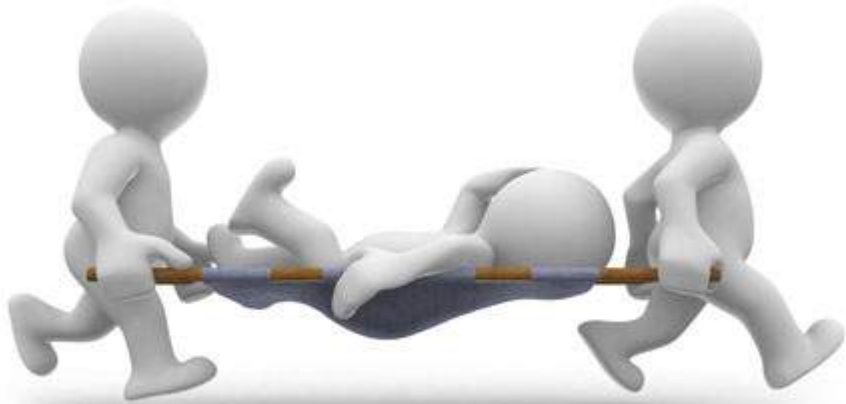
- Belief that the health condition was caused by work
- Belief that work is harmful, and that (return to) work will do further damage
- Claimant's own fear of re-injury
- Belief that sickness absence and rest are necessary for recovery
- Belief that no one can or should return to work until the health condition is completely 'cured'
- Low expectations about return to work
- Attribution of blame



# When an Injury Occurs

Actions need to occur:

- Immediately
- First 48 – 72 hours
- Ongoing



# What is Early Intervention?

- Early contact with injured employee; employer; doctor
- Early identification of suitable work
- Early return to work on suitable duties/hours
- Regular contact with injured employee and other stakeholders while off work and returning to work
- Early identification and addressing of problems and issues as they arise
- Early recognition of need and referral for other services/assistance



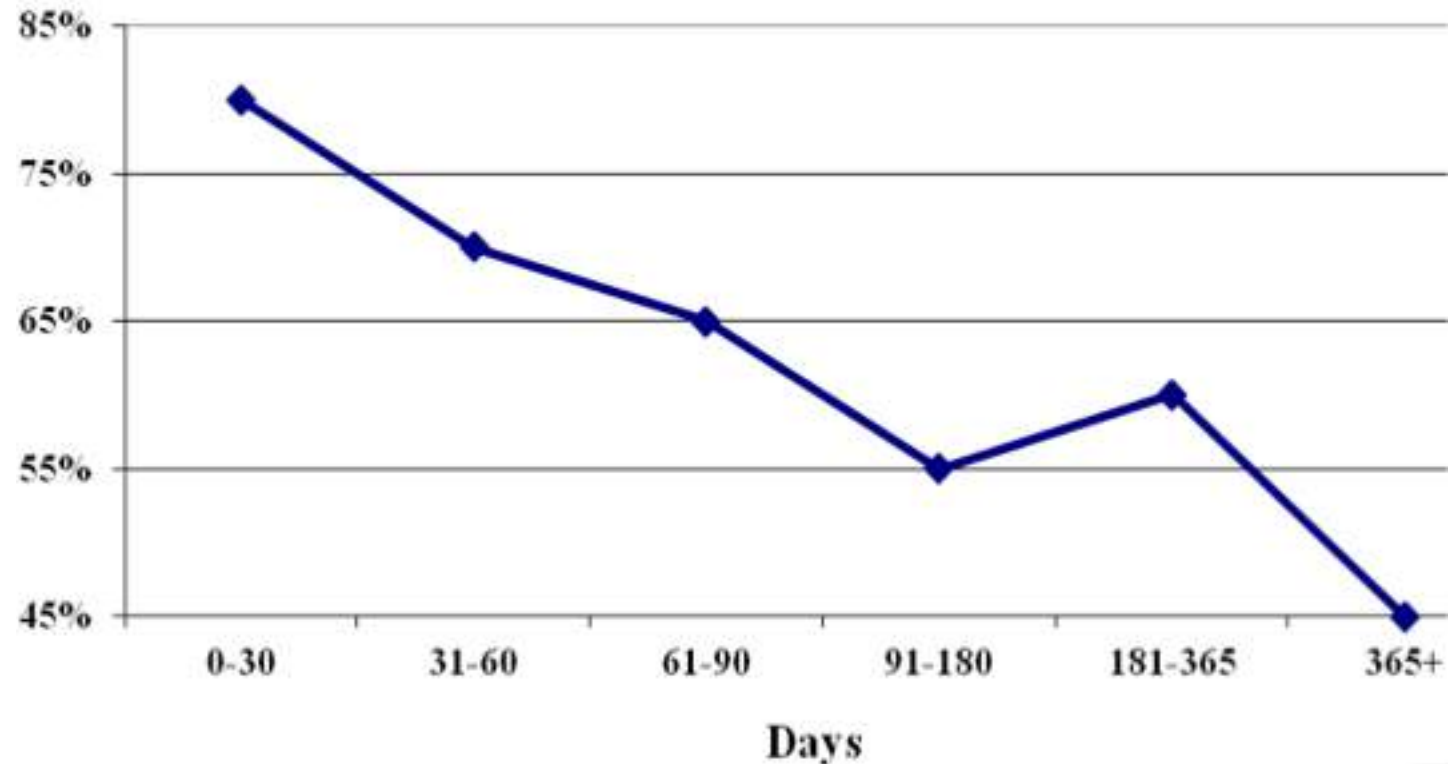
# Benefits of Early Intervention

- Shows management commitment to workers
- Creates a productive and supportive workplace
- Improves staff confidence and morale
- Increases the probability of return to work
- Prevents long-term absence from the workplace and the development of chronic illness
- Reduces any adverse affects on co-workers due to an injured colleague

# Early Intervention

## Early referral for Vocational Rehabilitation improves results

**Working at Closure by Delay of Referral  
(for Vocational Rehabilitation)**



# When to Refer?

- Lost time expected to be longer than 5 days
- Modified duties expected to be longer than 10 day
- Psychological condition
- Performance management active
- Hospital admission
- Where there is no clear date for clearance established

# Final Thoughts/Questions

