



## Return to Work Support

Altius Group understands the importance of supporting employees, who have experienced psychological or physical injuries, to return to work and resume a full and productive life.

Bringing together the best of industry experience, professional training and creative problem solving, our Rehabilitation Services consultants assist employees to overcome a range of challenges impacting on their transition back to work.

### A Professional Team Approach

Our allied health professionals are allocated cases to correspond with their expertise to ensure safe

and timely outcomes. We are well versed in relevant legislation and best practice guidelines to ensure all stakeholders are consulted and considered in the Return to Work process. Intervention is proactive, goal-focused and cost-effective.

Our Recovery at Work and Return to Work plans, calendars and reports are directive, evidence-based and transparent. We have experience covering injuries occurring in State Workers Compensation, Federal Comcare and Compulsory Third-Party schemes, as well as those accidents or illnesses covered by life insurance and income protection policies.

### Tailored Return to Work support may encompass a range of services:

- Job Redesign: assistance to **modify tasks** an employee may struggle with or training in new ways to work.
- Workplace Modifications: **ergonomic assessments** of work environments, advise on redesign requirements and support with administration for workplace modifications.
- **Advocacy** on an employer's behalf.
- Physiotherapy: including musculoskeletal and spinal assessments and **support to manage** physical limitations while at work.
- Educational Programs: including **training** in areas such as resilience, manual task handling and workplace ergonomics.
- Health and Fitness Support: tailored programs for health maintenance, pain management guidance and programs to **improve** mobility and physical capability.
- Psychological Support: assistance and support through **mental health programs**, personal goal setting and support to manage mental health while working.
- Services are also tailored to support human resource risk management **strategies** and provide financially beneficial and sustainable outcomes.

## We Support the Return to Work Process Through:

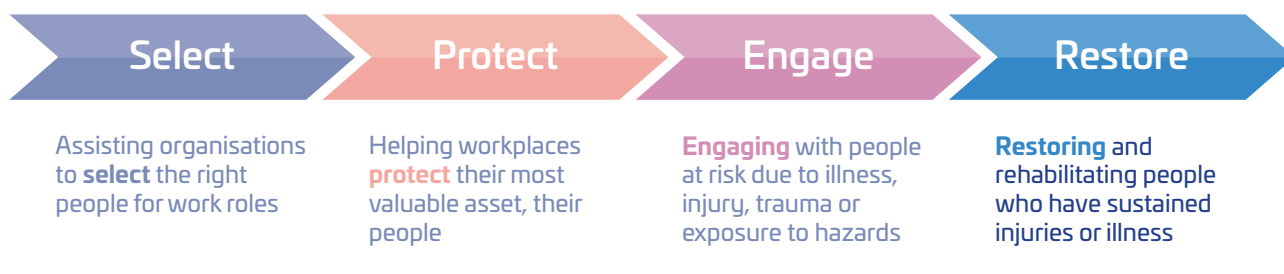
- **Identifying** any psychosocial factors at play with the individual early in the process, to enable the best long-term outcomes.
- **Ascertaining** the level of understanding a worker has about their injury and their level of anxiety around their condition.
- **Listening** and questioning effectively.
- **Understanding** the role of the supervisor, the quality of the supervisor and workers' pre-injury working relationship and its importance to a successful Return to Work.
- **Adopting** a collaborative problem-solving approach around the usual job role, particularly for manual tasks, to reduce the fear of re-injury.
- **Facilitating** open communication with everyone involved in the Return to Work process including creating a plan of action agreed by all.

## Benefits of Returning to Work

Although it's great for employers to have a full team, many injured employees often don't realise they are the ones benefiting from returning to work.

- **A Speedier Recovery:** People are more likely to be sedentary at home, whereas the increased physical activity involved in getting ready and traveling to work, alone, often improves recovery.
- **Reduced Anxiety & Depression:** Staying at home can lead to isolation and symptoms of depression, while the social support of work colleagues can provide a valuable support network.
- **Maintaining Confidence in Abilities:** The longer an individual stays away from work, the harder the return is, and confidence in being able to do their job can diminish.
- **An Improved Outlook:** Many employees realise they are happier once they return to work, with people to talk to and a returning sense of purpose.
- **Improved Relationships:** Return to Work can be good for relationships and set a great example for children. Partners of injured employees can run out of patience after a while and a long absence from work can result in less support from colleagues longer term.

Industry based evidence and insight, conversations with our clients and our strong 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**.



Get in touch with us:

Free call: 1800 258 487  
referrals@altius-group.com.au  
altius-group.com.au

