



PREVENTION. CARE. RECOVERY.

Te Kaporeihana Āwhina Hunga Whara

Accommodating a return to work after Injury

Dr. Margaret Macky
ACC Workwise Wellington

Accommodation

- Where does accommodation fit in ?
- Is intervention to promote accommodation necessary ?
- Factors which promote or undermine successful accommodation
- Accommodation as a *Litmus Test* for OHS

Accommodation

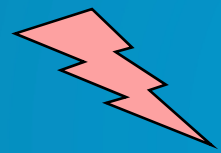
“a way to support people to do the jobs they are able to do”

- “ reasonable modifications or adjustments”
- After Injury ..”modifying environment, tasks or hours to allow a worker to return to work while recovering from injury ”

Work tasks

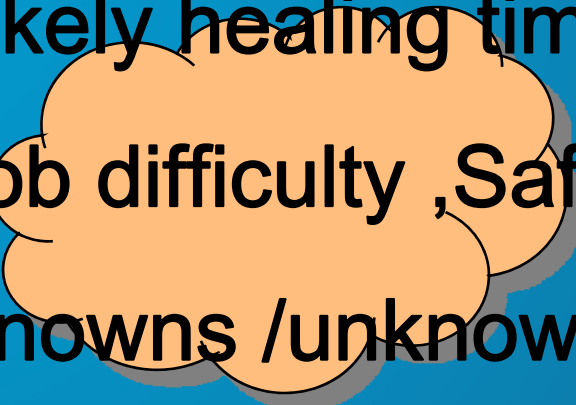


Worker



GP/ NP

+

- Likely healing time
 - Job difficulty , Safety
 - Knowns /unknowns
 - Expediency
- 

Restrictions



+

Treatment

GP/ NP

Treatment
provider

 Worker

+

Restrictions

Accommodation Plan

Or “wait ‘til you’re fully fit”

Fully unfit?

Could do some work?

How could we work this?

Employer
@ workplace

Accommodation includes

- Changes in hours
 - avoiding shift work
 - reduced hours
- Changes in days worked
- Modification to environment (noise, light, temp)
- Modification to usual task
 - tools /equipment
 - ergonomic equipment
 - speed,
 - part of task
- Different task
- Different supervision
- Modification to travel/access /communication tools

Why Accommodate?

- Business
- Workers
- National Economy
- Legal , Ethical & Moral
- Communities

Business

- Reduces injury loss time
- Reduces lost productivity
- Reduces worker attrition
- Reduces recruitment, training , lead in time
- Builds +ve culture , skill layers, strengthens

And.....

- Requires forethought
- Supervisor flexibility
- Safety considerations
- Communication /aids & appliances

Workers

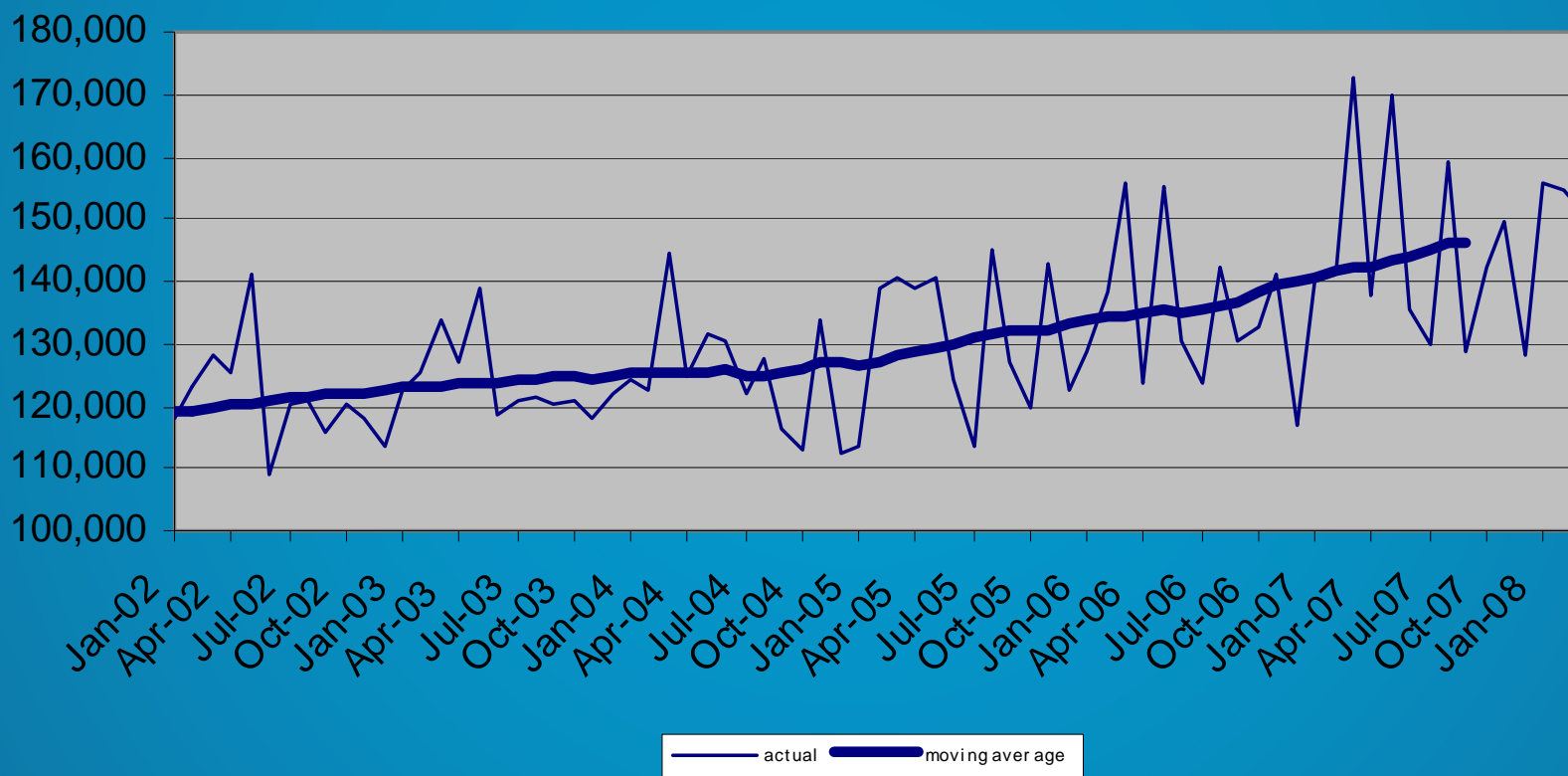
- Reduces total time off work
- Reduces odds of secondary disability
- Increases chances of successful full RTW
- Promotes loyalty, +ve sense of worth/belonging
- Healthier outcomes for people in work
 - heart disease markers
 - mental health
- Increases longer term economic independence & choices

Economic

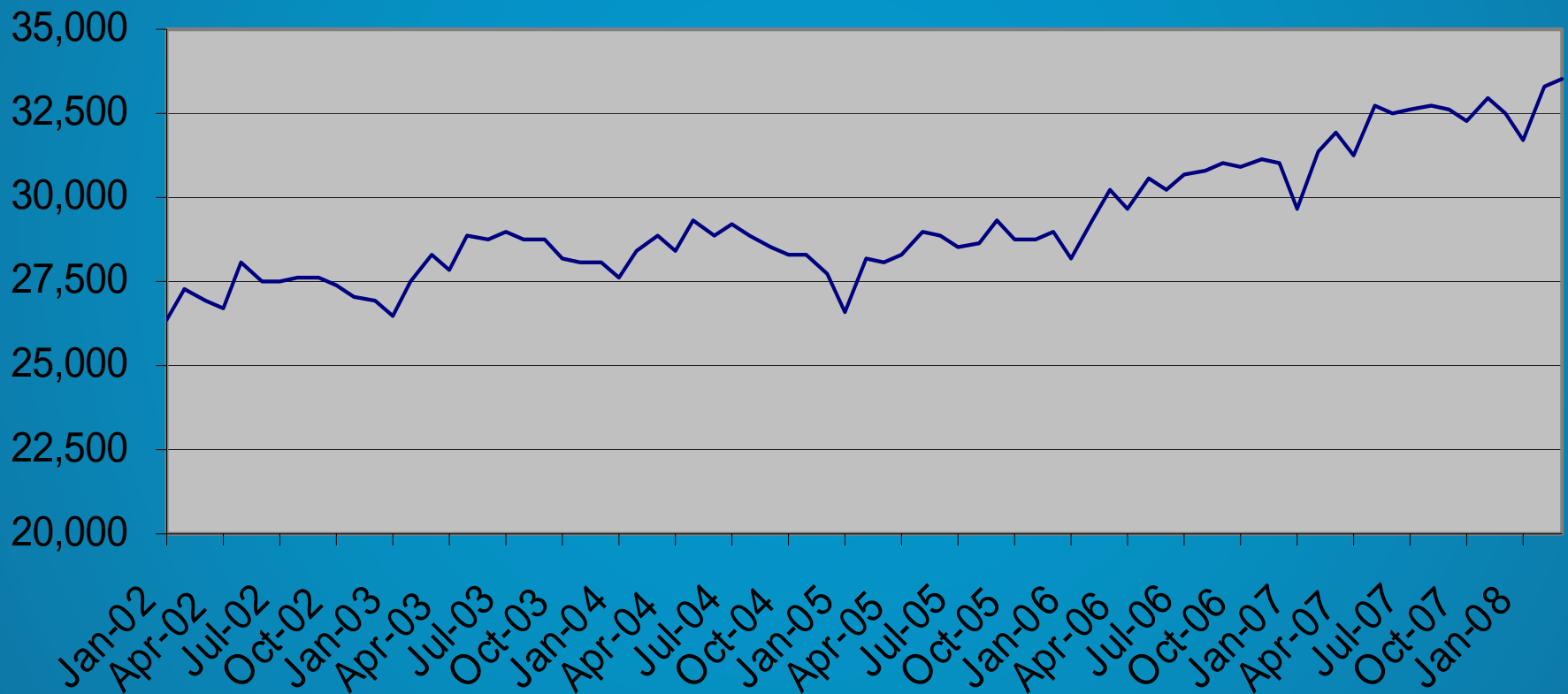
- Reduces chances of long term disability
- Maintains reasonable ACC Levies

numbers on weekly compensation = ↑ levies
= ↑ compliance

New claims registered by month



Active weekly compensation claims



Economic

- Reduces chances of long term disability
- Maintains reasonable ACC Levies numbers on weekly compensation = ↑ levies
= ↑ compliance
- Precarious ratio of “dependent” to “earning” in developed country economies
- Reduces Secondary costs

Communities

- Reduces secondary effects of long term disability on families
 - restricts choices
- Reduces secondary health costs
- reduces secondary local economy costs
- message of inclusion

Ethical and moral

- Legal
- Mature societies & marginalisation
- Wastage

What features promote
successful accommodation ?

Work tasks

Worker



GP/ NP

+

Likely healing time

Job difficulty, Safety

Knowns /unknowns

Expediency

Restrictions

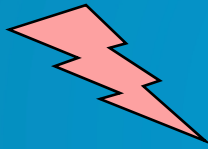


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Treatment

Work tasks

Worker



GP/ NP

+

Likely healing time

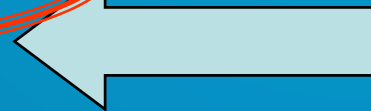
Job difficulty, Safety

Knowns /unknowns

Expediency

Restrictions

+



Treatment

Accurate restrictions

- Diagnosis clearly made
- Healing/recovery time reasonably considered
- Effect of Injury considered for effect on function..
 - standing, balance, manual handling, walking, circulation, sitting, thinking, calculating, stamina, crouching, reaching, using tools, seeing, hearing, twisting, bending, getting to work, climbing, crawling, using PPE, running, restraining, handling stressful situations, talking, taking responsibility for others, multitasking, managing heat, judgement, response time, etc

Accurate advice on safe activity

- Dose
- Type of exposure
- Special precautions

GP/ NP

Treatment
provider

 Worker

+

Restrictions

Accommodation Plan
Or “wait ‘til you’re fully fit”

Fully unfit?

Could do some work?

How could we work this?

Employer
@ workplace

Employer response to injured worker

- Readiness
- Injury management “strategy”
- Early contact with the injured employee : simple message “ we want you back”
- Meaningful alternative tasks

Employer response to injured worker

- Flexible approach
- Promote co-worker welcoming culture
- Train supervisors
- +ve communication style
- Not confusing performance management with injury management

Predictive of success

Worker factors

- Enjoys job
- Behavioural response to injury
- High self efficacy
- Low Distress
- Adaptation / transferable skills

Predictive of slowed success

Work factors

- Low Individual latitude
- Heavy work
- Boring work
- Low pay /low attachment
- Lack of available modified tasks/hours
- Experience of alienation

Predictive of slowed success

Injury factors

- Traumatic Brain Injury
- seriousness of Injury
- secondary disability
- inappropriate certification

Predictive of slowed success

Other factors

- Role of the injury in the family
- Compensation
- Reorientation
- Time

Clinical and non clinical brokers

- Workplace disability management
- Case management model
- Clinical therapist in the workplace
- Clinical therapist in the primary care setting
- GP engagement

Laws

Infrastructure

Injury
management

Clinical RTW

Risk assessment

Case
management

4

Risk assessment

Case management

Clinical RTW support

40

Contracts

Audits

400

Worker

+

Restrictions

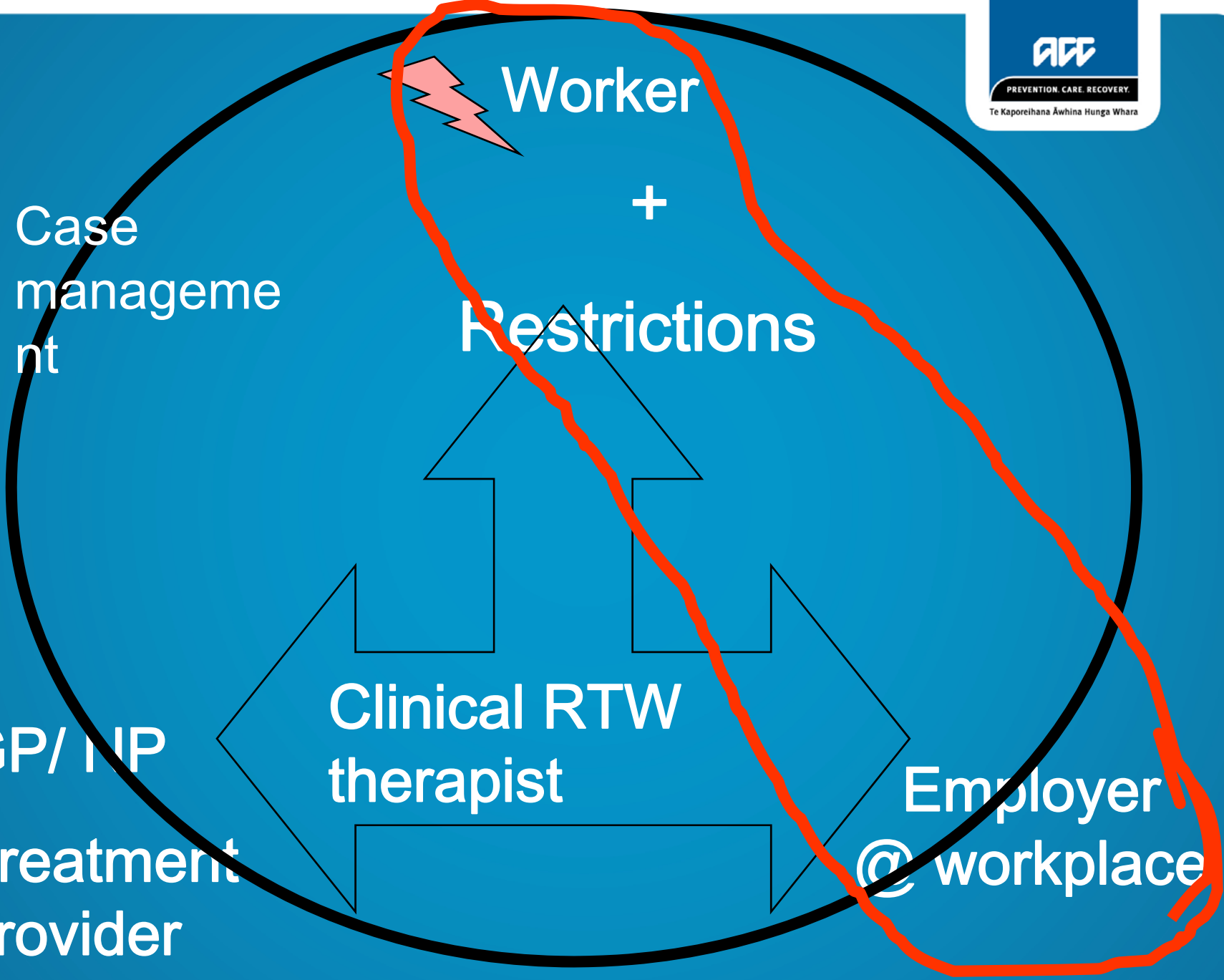
Clinical RTW
therapist

Employer
@ workplace

GP/MP

Treatment
provider

Case
managemen
t



Accommodation

- Reflects the health of workplace OHS culture
- An important determinant of successful RTW
- Incorporates a potent message preventing secondary disability
- Far reaching economic and health implications
- Requires flexible approaches & support



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margaret.macky@acc.co.nz