



**Australian Government**

**Assessment Requirements for FNSPIM518  
Evaluate and improve return to work  
programs**

**Release: 1**

# Assessment Requirements for FNSPIM518 Evaluate and improve return to work programs

## Modification History

Release	Comments
Release 1	This version first released with FNS Financial Services Training Package Version 6.0.

## Performance Evidence

The candidate must demonstrate the ability to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including evidence of the ability to:

- evaluate and improve return to work (RTW) programs for at least two different organisations.

## Knowledge Evidence

The candidate must be able to demonstrate knowledge to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including knowledge of:

- key features and objectives of federal, state and/or territory legislative and regulatory requirements relating to RTW programs
- benefits and challenges of implementing RTW programs in an organisation
- benefits of RTW programs for individuals and employers
- different types and features of best practice RTW models
- process for measuring health outcomes
- key features of organisational policies and procedures relating to RTW programs
- key features of project or action plans, including:
  - purpose and objectives
  - activities to be undertaken
  - timelines
  - personnel and responsibilities
  - costs
- key points of current literature and research relating to industry standard RTW models in organisations
- key RTW barriers for individuals and employers
- monitoring mechanisms for RTW programs
- strategies to gain stakeholder feedback and evaluate RTW programs for continuous improvement

- role of perception and attitudes towards injury or illness and how it impacts on an individual's RTW program
- types of data collected by health outcome measurement tools
- quantitative and qualitative data and ways to interpret.

## Assessment Conditions

Skills in this unit must be demonstrated in a workplace or simulated environment where the conditions are typical of those in a working environment in this industry.

This includes access to:

- office equipment, technology, software and consumables
- organisational records, policies and procedures.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

## Links

Companion Volume Implementation Guide is found on VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c7200cc8-0566-4f04-b76f-e89fd6f102fe>