



Australian Government

FNSPIM501 Develop a return to work or injury management strategy

Release: 1

FNSPIM501 Develop a return to work or injury management strategy

Modification History

Release	Comments
Release 1	This version first released with FNS Financial Services Training Package Version 1.0.

Application

This unit describes the skills and knowledge required to develop a return to work or injury management strategy for a recipient of personal injury benefits. It encompasses consulting with stakeholders, identifying areas of employment suited to an injured worker, and developing, reviewing and monitoring return to work and injury management programs.

It applies to individuals who have well-developed skills and knowledge of the sector, services and organisation and work independently or across multidisciplinary teams. They have responsibilities for case management and the development of customised strategies.

Work functions in the occupational areas where this unit may be used are subject to regulatory requirements. Refer to the FNS Implementation Guide Companion Volume or the relevant regulator for specific guidance on requirements.

Unit Sector

Personal injury management

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Consult with stakeholders	1.1 Establish stakeholder working relationships in rehabilitation and/or return to work and health process in accordance with organisational guidelines and case requirements 1.2 Provide accurate and timely information to stakeholders on status of person in accordance with legislative requirements
2. Determine needs of injured person	2.1 Determine needs of injured person in line with physiological and psychosocial impact of injury

ELEMENT	PERFORMANCE CRITERIA
	2.2 Arrange or conduct assessments, taking into consideration person's capacity and disability, in accordance with organisational policy and procedures 2.3 Identify work interests and transferable skills to assist in choice of employment options available to injured person
3. Develop return to work or injury management strategies	3.1 Actively consult with stakeholders to identify availability of duties or return to community options for injured person 3.2 Undertake referrals with stakeholders as necessary to determine functional capacity evaluation and to match work requirements as required 3.3 Develop objectives, goals and parameters for return to work or injury management program in consultation with key stakeholders 3.4 Communicate parameters and requirements of return to work or injury management of injured person to all parties in accordance with organisational guidelines and legislative requirements
4. Review and monitor return to work or injury management strategies	4.1 Establish and maintain monitoring protocols to review return to work and health program in accordance with organisational guidelines and legislative requirements 4.2 Communicate liability requirements to employer in accordance with legislative requirements 4.3 Consult with injured person and stakeholders to obtain feedback on progress and achievement of return to work or injury management program 4.4 Arrange modifications to return to work or injury management programs and additional services to address issues and deficiencies identified through consultation process

Foundation Skills

This section describes language, literacy, numeracy and employment skills incorporated in the performance criteria that are required for competent performance.

Skill	Performance Criteria	Description
Reading	1.2, 2.1	Researches and analyses complex textual information from a range of sources and records and consolidates relevant related information

Writing	3.1, 3.2, 3.4, 4.2, 4.3	• Uses appropriate language, concepts and terminology to prepare and present materials for a range of audiences and purposes • Develops material to a specific audience using clear language to convey accurate and customised information
Oral Communication	2.1, 3.1, 3.2, 3.4, 4.2, 4.3	• Participates in verbal exchanges using language, tone and pace appropriate to the audience and purpose • Uses active listening and questioning skills and collaborative techniques to elicit and convey information and to facilitate resolutions
Numeracy	1.2, 4.2	• Performs calculations, and sequences and schedules information to achieve required outcomes
Navigate the world of work	1.1, 1.2, 2.2, 3.4, 4.1, 4.2	• Recognises and responds to relevant legislative requirements, policies and procedures and meets expectations associated with own role • Ensures currency of knowledge relating to legislation, regulations and policies applicable to the implementation of return to work and health plans • Selects, implements and seeks to improve protocols governing communications with stakeholders in a range of work contexts
Interact with others	1.1, 2.1-2.3, 3.7, 4.3	• Establishes and nurtures relationships to achieve mutually agreeable outcomes
Get the work done	1.2, 2.1-2.3, 3.1-3.4, 4.1, 4.3, 4.4	• Uses digitally based technologies and systems to assist in achieving required outcomes • Plans, sequences and implements tasks and appropriate resources to meet requirements • Identifies ideas in use and considers how they might be adapted for own context • Recognises opportunities to develop and apply new ideas

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
FNSPIM501 Develop a return to work or injury	FNSPIM501A Develop a return to work strategy and	Updated to meet Standards for Training Packages.	Equivalent unit

Code and title current version	Code and title previous version	Comments	Equivalence status
management strategy	health strategy	Industry updates and rewording of performance criteria to reflect range of services undertaken in sector.	

Links

Companion Volume implementation guides are found in VETNet -

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

Assessment Requirements for FNSPIM501 Develop a return to work or injury management strategy

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Performance Evidence

Evidence of the ability to:

- consult with stakeholders and identify areas of employment suited to an injured person
- develop return to work and health programs
- review and monitor return to work and health strategies.

Note: If a specific volume or frequency is not stated, then evidence must be provided at least once.

Knowledge Evidence

To complete the unit requirements safely and effectively, the individual must:

- describe the key features of legislative requirements as they relate to the development, implementation and monitoring of return to work and health programs
- identify and discuss organisational requirements and guidelines as they relate to the development, implementation and monitoring of return to work and health programs
- identify the roles and functions of stakeholder groups available to support the development of return to work and health programs
- explain the key physiology and psychosocial barriers impacting on return to work and/or injury management programs.

Assessment Conditions

Assessment must be conducted in a safe environment where evidence gathered demonstrates consistent performance of typical activities experienced in the personal injury management field of work and include access to:

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

Assessors must satisfy NVR/AQTF assessor requirements.

Links

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