



Australian Government

FNSPIM506 Promote the health benefits of returning to work

Release: 1

FNSPIM506 Promote the health benefits of returning to work

Modification History

Release	Comments
Release 1	This version first released with FNS Financial Services Training Package Version 2.0.

Application

This unit describes the skills and knowledge required to research and communicate current information on health benefits and return to work (RTW) and personal injury management strategies to influence change for individuals and organisations.

It applies to individuals who have well developed analytical and communication skills and a broad knowledge base of the sector and services to provide strategic guidance in organisational activities.

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. Research current information on health benefits of work and best practice RTW strategies	1.1 Research the impacts of worklessness on individuals and communities 1.2 Analyse the health benefits of work for individuals and other stakeholder groups 1.3 Determine the role of health outcomes and forms of health outcome measurement in best practice RTW programs 1.4 Analyse organisational RTW data and identify issues or data collection improvement opportunities 1.5 Evaluate the role of multiple strategies or solutions for RTW

ELEMENT	PERFORMANCE CRITERIA
	programs to optimise outcomes including biopsychosocial approaches
2. Develop effective communication strategies to promote health benefits of work	2.1 Design programs or projects that aim to improve understanding of health benefits of work 2.2 Communicate information on health benefits of work to stakeholders internal and external to the organisation
3. Influence RTW for individuals and organisations	3.1 Review policies and procedures to embed the health benefits of RTW and support for early intervention and proactive collaboration between all stakeholders to achieve outcomes 3.2 Develop solutions to address complex barriers to RTW and issues relating to worker and employer motivation 3.3 Design projects or activities that initiate changes to perceptions and behaviours of individuals, treating practitioners, family and/or co-workers 3.4 Establish collaborative relationships and negotiate with organisational staff, specialists and treating practitioners to advocate and achieve RTW strategies 3.5 Assist organisations with strategies to support RTW clients in the workplace

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
Learning	1.1-1.5, 3.1	Actively researches and develops own knowledge relevant to improving work outcomes
Reading	1.1-1.5	Researches, interprets and analyses texts from a variety of sources and records and consolidates relevant related information
Writing	1.5, 2.1, 2.2, 3.1-3.3	Organises, collates and documents information relevant to RTW and personal injury management
Oral Communication	2.2, 3.4	Participates in verbal exchanges using active listening and questioning and uses collaborative negotiation and advocacy techniques to convey and clarify information
Numeracy	1.1-1.5	Accurately interprets statistical reports and information

		related to RTW outcomes
Navigate the world of work	2.1, 2.2, 3.1-3.5	• Uses a broad range of strategies to advocate improved outcomes and influence change • Works within organisational and regulatory requirements in managing information
Interact with others	2.2, 3.4, 3.5	• Collaborates and networks with a variety of stakeholders in order to achieve outcomes
Get the work done	2.1, 3.1-3.5	• Organises, plans and sequences work activities to research, prepare and present information • Employs problem solving processes to resolve issues • Uses a range of digitally based technologies to access, extract, store and share relevant information

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
FNSPIM506 Promote the health benefits of returning to work	Not Applicable	New unit	No equivalent unit

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 FNSPIM506 Promote the health benefits of returning to work

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Performance Evidence

Evidence of the ability to:

- research current information on the health benefits of work and best practice return to work (RTW) and apply to work practices
- collect and prepare a report on the analysis of quantitative data and qualitative information relating to RTW programs within an organisation
- design a program or project that advocates the health benefits of RTW that includes practical examples of tools that might be used to promote the health benefits of work message
- review policies and procedures to embed the health benefits of RTW
- effectively prepare and present information in meetings and in dealings with organisational staff, specialists and treating practitioners.

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:

- define worklessness and the impacts on individuals and communities
- summarise key points of current literature and research relating to health benefits of work
- outline the factors that influence health outcomes in compensation and personal injury schemes including:
 - scheme design
 - psychosocial factors
 - socioeconomic factors
- outline the role of perception and attitudes towards injury or illness and how it impacts on an individual's RTW program
- distinguish between health outcome, health status and health outcome measure

- explain how health and health outcomes are measured and the types of tools used
- describe procedures for collecting organisational data
- describe the key features of qualitative and quantitative organisational data
- explain how health outcome measurement relates to personal injury claim management
- outline the benefits and challenges of integrating a health outcomes approach in personal injury schemes
- explain the term biopsychosocial and provide examples in a personal injury scheme context
- describe key features of organisational policies and procedures relating to RTW strategies
- outline the key barriers to RTW and the links to employer and worker motivation.

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 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

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