



Australian Government

Assessment Requirements for FNSPIM516 Promote health benefits of returning to work

Release: 1

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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:

- promote the health benefits of returning to work on at least two occasions, including with at least one individual and at least one organisation.

In the course of the above, the candidate must:

- collect and prepare a report on the analysis of quantitative data and qualitative information relating to return to work (RTW) programs within an organisation.

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:

- benefits and challenges of integrating a health outcomes approach in personal injury schemes
- biopsychosocial approaches related to optimisation of RTW and health
- techniques related to evaluating role of multiple strategies or solutions for RTW programs
- definition and examples of term biopsychosocial in a personal injury scheme context
- factors that influence health outcomes in compensation and personal injury schemes, including:
 - scheme design
 - psychosocial factors
 - socioeconomic factors
- health outcome measurements, their relation to personal injury case management and types of tools used
- impact of worklessness on individuals and communities
- key barriers to RTW and links to employer and worker motivation
- key features of organisational policies and procedures relating to RTW strategies

- methods of interpreting qualitative and quantitative organisational data
- key points of current literature and research relating to health benefits of work
- role of perception and attitudes towards injury or illness and its impacts on an individual's RTW program
- procedures for collecting organisational data.

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:

- clients
- 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

Companion Volume Implementation Guide is found on VETNet -

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