



Australian Government

FNSPIM516 Promote health benefits of returning to work

Release: 1

FNSPIM516 Promote health benefits of returning to work

Modification History

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

Application

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

The unit applies to those who work in the personal injury management sector and 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. Users are advised to check with the relevant state and territory regulatory authorities to confirm those 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 RTW strategies	1.1 Research impacts of worklessness on individuals and communities 1.2 Analyse health benefits of work for individuals and other stakeholder groups 1.3 Determine 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 Optimise RTW and health outcomes using required approaches
2. Develop communication	2.1 Design programs or projects that aim to improve understanding

ELEMENT	PERFORMANCE CRITERIA
strategies to promote health benefits of work	of health benefits of work 2.2 Communicate information on health benefits of work to stakeholders
3. Influence RTW for individuals and organisations	3.1 Review and update organisational policies and procedures to embed the health benefits of RTW and support for early intervention and proactive collaboration 3.2 Develop solutions to address complex barriers to RTW and issues relating to worker and employer motivation 3.3 Design projects and activities that initiate changes to perceptions and behaviours of individuals and the community 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 those language, literacy, numeracy and employment skills that are essential to performance but not explicit in the performance criteria.

SKILL	DESCRIPTION
Learning	Researches and develops own knowledge required to improving work outcomes
Numeracy	Interprets statistical reports and information related to RTW outcomes
Oral communication	Participates in verbal exchanges using active listening and questioning and uses collaborative negotiation and advocacy techniques to convey and clarify information
Reading	Researches, interprets and analyses texts from a variety of sources and records and consolidates related information
Writing	Organises, collates and documents information required to RTW and personal injury management
Initiative and enterprise	Advocates improved outcomes and influences change using different strategies
Planning and organising	Works within organisational and regulatory requirements in managing information
Problem solving	Employs problem solving processes to resolve issues

SKILL	DESCRIPTION
Self-management	Organises, plans and sequences work activities to research, prepare and present information
Teamwork	Collaborates and networks with a variety of stakeholders in order to achieve outcomes
Technology	Accesses, extracts, stores and shares information using different digitally based technologies

Unit Mapping Information

Supersedes and is equivalent to FNSPIM506 Promote the health benefits of returning to work.

Links

Companion Volume Implementation Guide is found on VETNet -

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

Assessment Requirements for FNSPIM516 Promote health benefits of returning to work

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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

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