

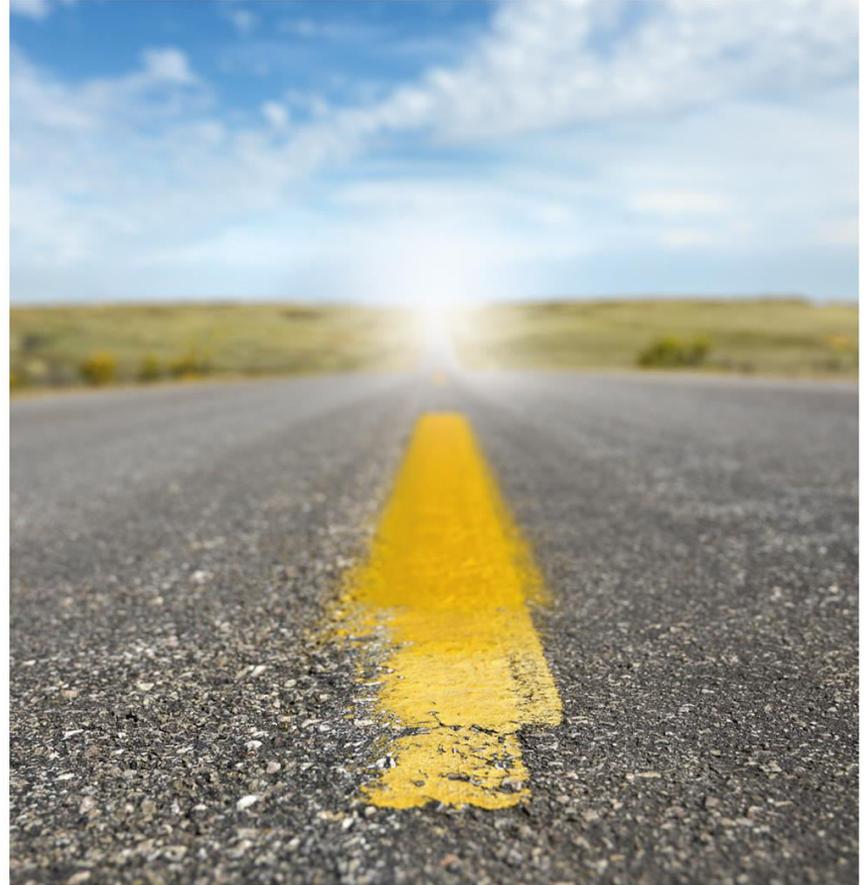
Injury Schemes Seminar

Road to Recovery



**Actuaries
Institute**

8-10 November 2015 • Hilton • Adelaide





The me in scheme

Professor Niki Ellis
Work for Health Advisor
Comcare

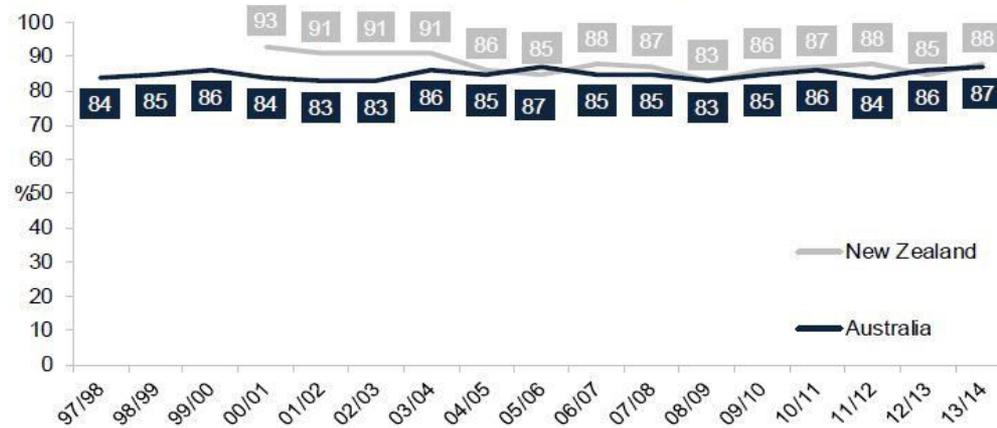
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*This presentation has been prepared for the Actuaries Institute 2015
Injury Schemes Seminar.*

*The Institute Council wishes it to be understood that opinions put forward
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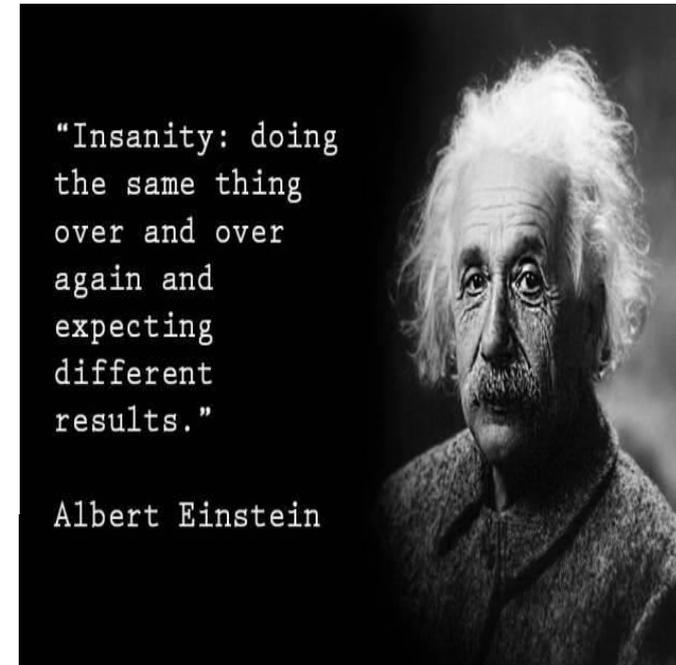
RTW Performance over the past decade

Figure 1.10: Returned to Work Rate (national regional trend) (%)



Base: Historic Cohort – those with 10+ days off work and whose claim was submitted 7-9 months prior to the survey.

Source: Safe Work Australia, (2014), Return to Work Survey, 2013/14 Summary Research Report (Australia and New Zealand)



Dame Carol Black





The Royal Australasian
College of Physicians



Australasian Faculty of
Occupational and Environmental Medicine



Australasian Faculty of
Rehabilitation Medicine



Australasian Faculty of
Public Health Medicine

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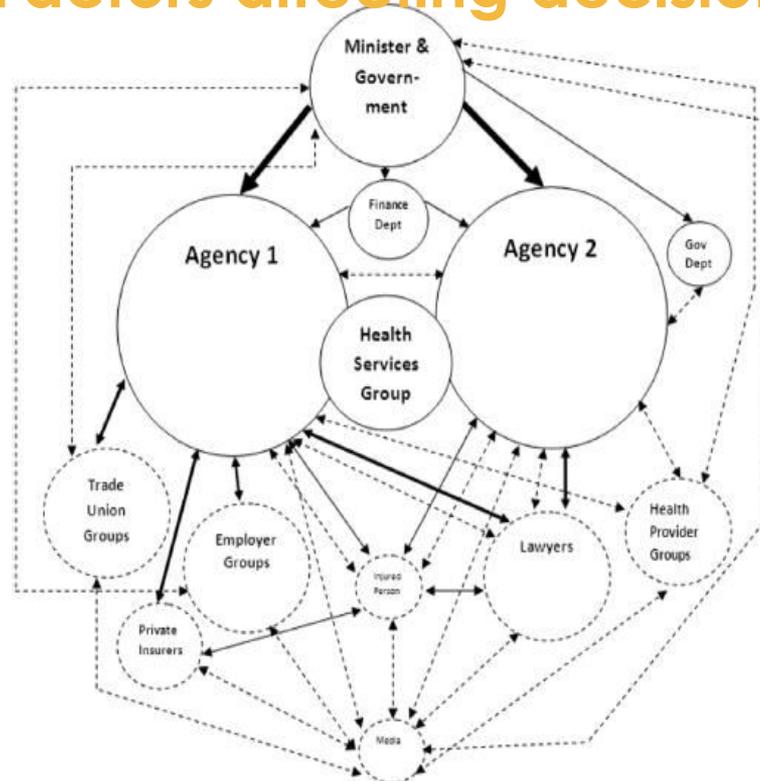


National Vocational Rehabilitation Policy

Successful implementation of a national vocational rehabilitation policy depends on:

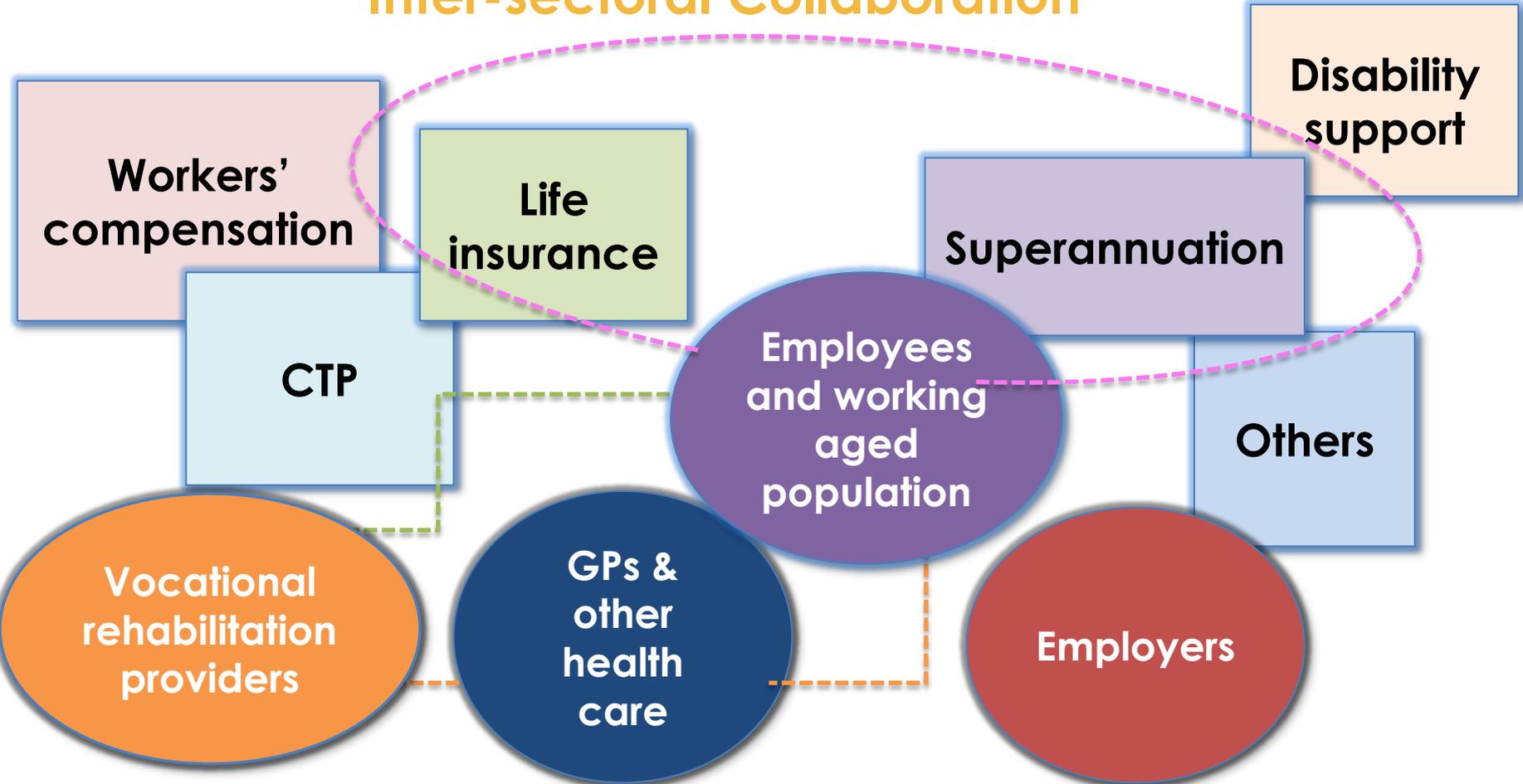
1. Identifying and addressing the nationally consistent barriers to access and effectiveness across all jurisdictions;
2. Establishing or strengthening mechanisms for cross-sector collaboration;
3. Supporting coordination and cooperation across rehabilitation providers;
4. Decreasing duplication and improve distribution of services and referral systems;
5. Investment in resources for education at all levels;
6. Investment in research into new models of care e.g. pilot projects;
7. Investment in technology training and infrastructure to provide timely, appropriate services;
8. Investment in research on implementing models of care on a national basis in the Australian context;
9. Conducting education and awareness campaigns for both healthcare workers and the general public.

External Factors affecting decision-making



Source: Zardo, P, Collie, A and Livingstone, C (2014), External factors affecting decision-making and use of evidence in an Australian public health policy environment, *Social Science & Medicine*, p.126.

Inter-sectoral Collaboration



Stanford Collective Impact Model



Source: Kania and Kramer, Stanford Social Innovation Review, Winter 2011

Health Benefits of Work Advisory Group

The Advisory Group consists of:

- Ms Jennifer Taylor (Chairperson) – Comcare
- Professor Niki Ellis – Comcare Work for Health Advisor
- Dr Robin Chase – AFOEM
- Ms Denise Cosgrove – Consultant (Formerly WorkSafe Victoria)
- Ms Lisa Foreman – Department of Veterans' Affairs
- Dr Liz Marles – RACGP
- Ms Anslie Cahill – Arthritis Australia and Consumer Health Forum
- Dr Deborah Vallance/Ms Veroinca Black – ACTU
- Mr Adam Davey – Department of Health
- Mr Martin Hehir – Department of Employment



Draft National Goal

To improve work engagement and health through the partnership synergy gained from national, collaborative effort by public, private and not-for-profit organisations on work for health programs

Proposed National Strategy

1. Work across sectors to align service provision for return to work.
2. Improve employer capability to implement effective return to work programs.
3. Improve employee understanding of the health benefits of work and promote their role in recovery at work.
4. Improve the consistency of rehabilitation service provision (in particular for psychological injury).
5. Provide support to GPs through nationally consistent approaches.

Measures of Success

Considerations for measures of success are:

- Increased durable RTW and quality of life or health outcomes.
- More proximal indicators could include attitudes and behaviours of employers, GPs, psychologists, allied health professionals and rehabilitation providers, or efficiency gains associated with more standardised approaches nationally and inter-sectorally, e.g. a national e-certificate for fitness for work.
- Measurement of productivity gains, e.g. decreased absenteeism and compensation costs, will be of particular interest to employers and insurers.
- Safe Work Australia have advised of the following data sources as a starting point:
 - National RTW Survey (of workers) – current RTW, stable (3 months) RTW, feedback on treating GP actions with regard to RTW,
 - ABS Adult Literacy and Life Skills, 2006 – included Health Literacy (no plans to repeat)
 - Work-related Injury Survey – currently not very relevant to work as proposed here, but there is potential to influence next survey 2017/18

Conclusion

- The need to improve the client-centricity of injury insurance schemes has been recognised, and many insurers are improving their **internal** processes.
- However the potential to collaborate across sectors for **outward** facing improvement in engaging with the end-user population with work disability (or with working aged more broadly), employers, GPs and other allied health professionals, as recommended in the RACP National Policy, has not been undertaken (although work of SSG acknowledged).
- A national, inter-sectoral collaboration is proposed, funded by partner cash and in-kind contribution.