

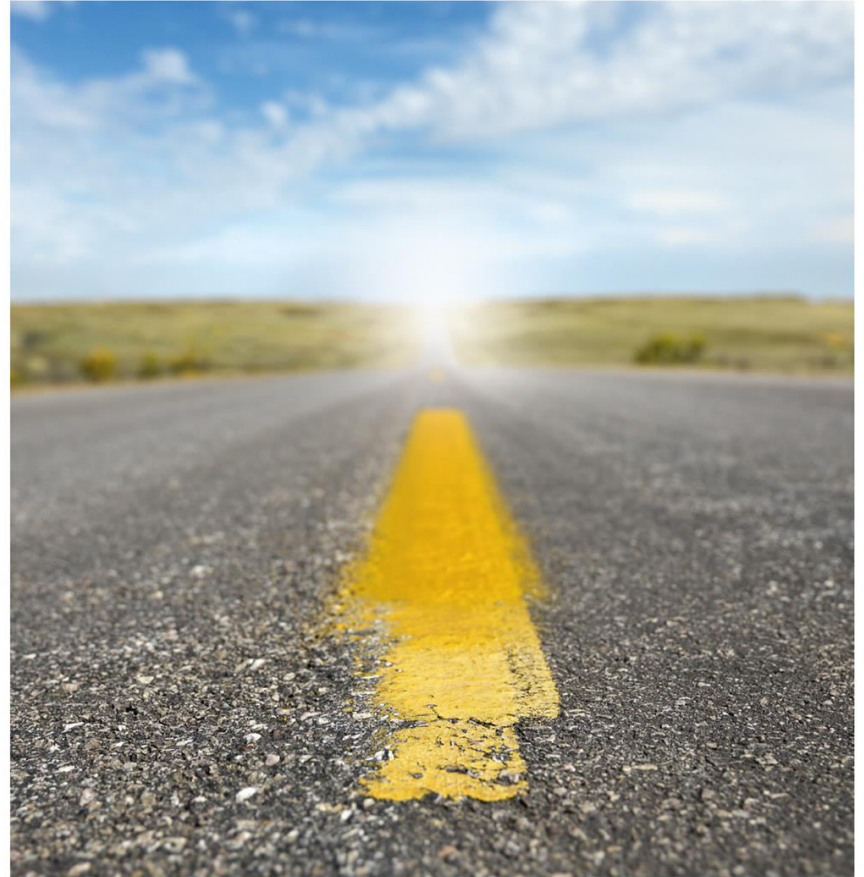
Injury Schemes Seminar

Road to Recovery



**Actuaries
Institute**

8-10 November 2015 • Hilton • Adelaide





The Me in Scheme

Treatment and Psychological Injury

© Debra Brodowski, The Centre for Corporate Health

*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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responsible for those opinions.*

Treatment and Support

Individual Treatment

ACTIVE TREATMENT

- Collaboratively developed with specific goals
- Focus on specific symptoms and functional involvements
- Prescribed regular and incremental practice of techniques and strategies between session
- Time limited, agreed end date for review or cessation
- Use of planned breaks and reducing frequency of sessions

PASSIVE TREATMENT

- Lack of clear and specific goals
- Focus on underlying issues and lack of systematic focus on activity involvements
- Lack of any systematic or incremental 'homework' prescribed between sessions
- Ongoing regular weekly sessions
- Primary focus on support, encouragement and emotional ventilation.

Treatment Guidelines

Diagnosis	Treatment Guidelines
Adjustment Disorder	<ul style="list-style-type: none"> • Weekly CBT • 8-12 weeks recovery
Major Depression (mild to moderate)	<ul style="list-style-type: none"> • Weekly CBT • 8-12 weeks recovery
Major Depression (severe)	<ul style="list-style-type: none"> • Weekly or bi-weekly CBT • ECT still used for treatment resistant depression • 16-20 weeks recovery (over 6-9 months) • Use of anti-depressant
Anxiety Disorders	<ul style="list-style-type: none"> • Weekly CBT • 16 weeks (max) recovery
PTSD	<ul style="list-style-type: none"> • Weekly TFT or EMDR • 8-12 weeks recovery for a single trauma • Complex PTSD (delayed onset, multiple traumas, interpersonal, grief) treatment may help to better function rather than resolve

The Importance of Early Intervention

Keeping Claims on Track

...Early Warning Signs



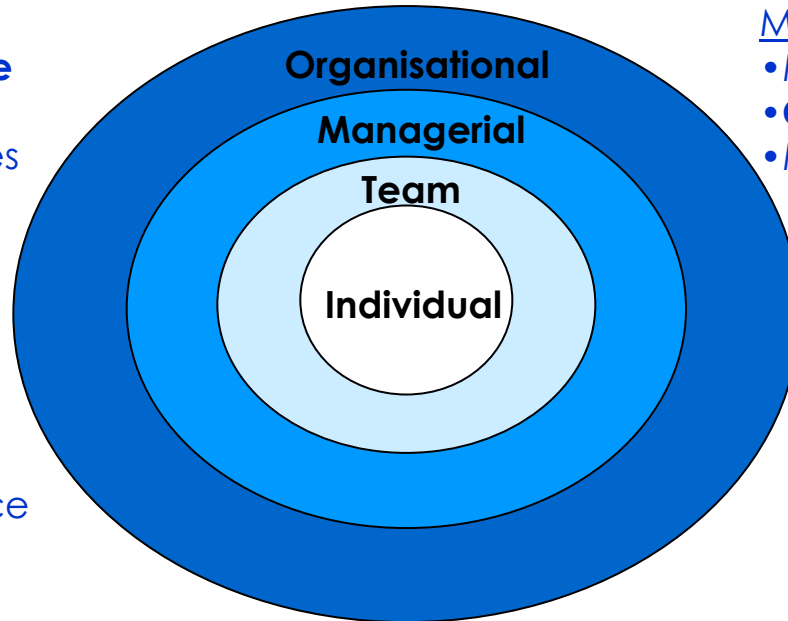
Holistic Approach to Tackling Psychological Injury

Organisational Factors

- **Organisational Culture**
- Work Team Climate
- Policies/Systemic issues

Individual Factors

- Individual Morale
- Individual Resilience
- Individual Skills
- Person/Job Fit
- Outside Factors



Managerial Factors

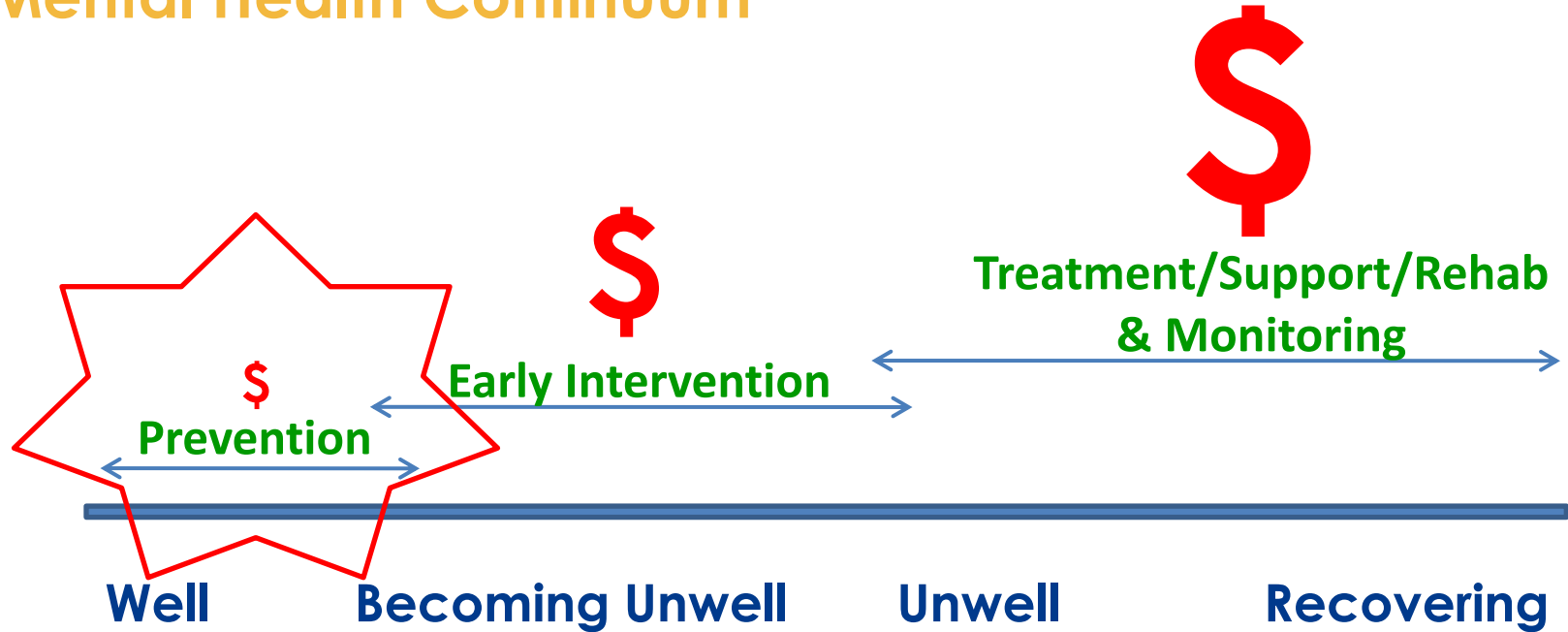
- Managerial Competence
- **Constructive Leadership**
- Managerial Pressures

Team Factors

- Workplace Relationships
- Interpersonal Conflict
- Teamwork

Prevention and Workplace Well-Being

Mental Health Continuum



Well-being Strategies



**Practice
Mindfulness**



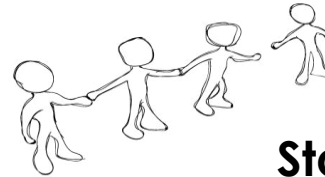
**Remember
To Breathe**



**Drink More
Water**



**Practice Optimistic
Thinking**



Stay Connected



**Make Time
To Exercise**



**Get a Restful
Nights Sleep**