



# Health Benefits of Good Work: Applied

Australian Health Benefits of Good Work  
Inaugural Signatory Steering Group Industry Forum  
Friday 20 November 2015

Presented by Anne Cherry, Director - InjuryNET

# Topics

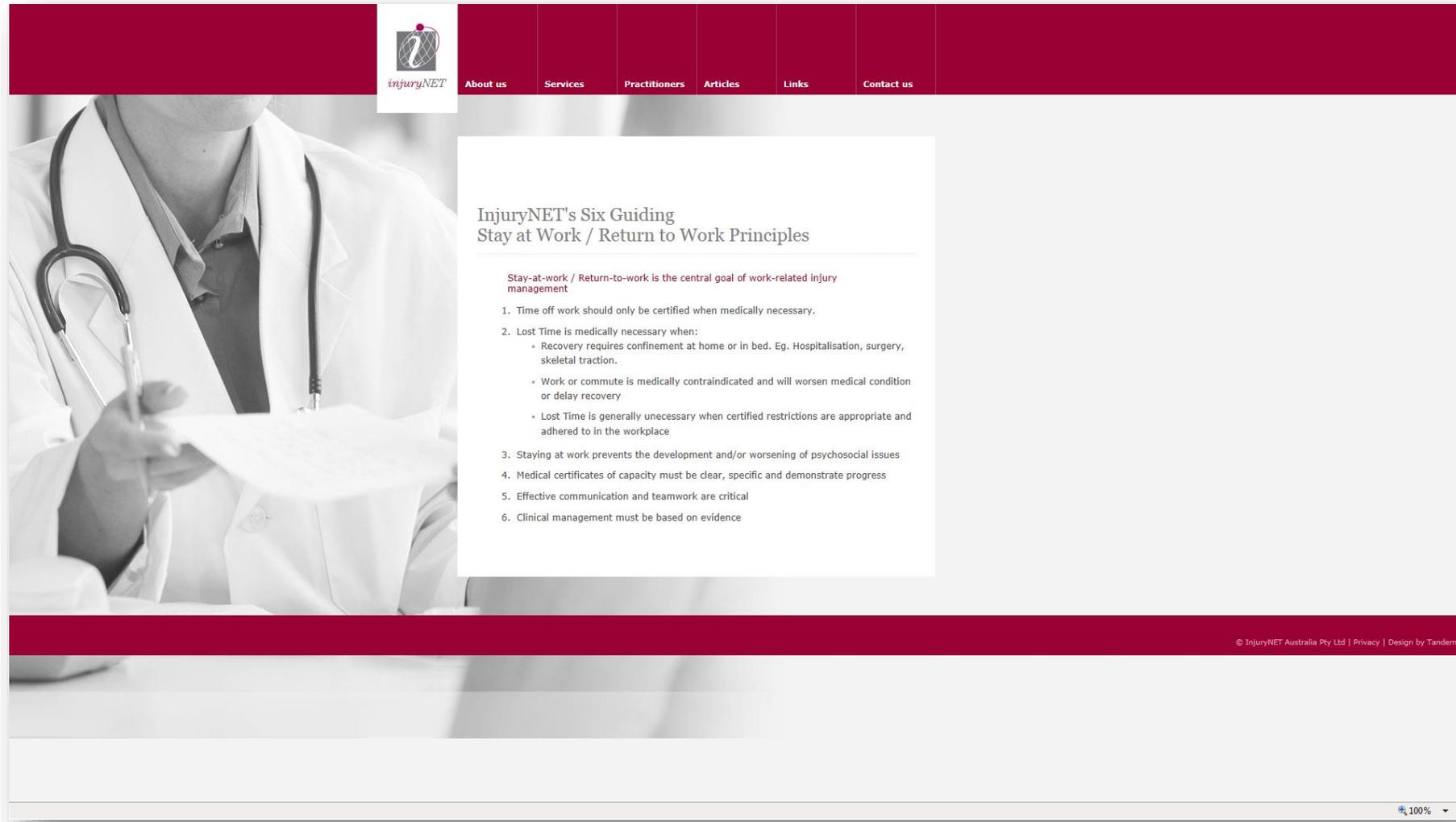
1. Certification Influence
2. The Psychology of Choice
3. Empowerment via Triage Services

# Certification Influence

HBGW Tenet:

“Health professionals exert a **significant influence** on work absence and work disability, particularly in relation to medical sickness **certification practices.**”

# Certification Influence: Application



The screenshot displays the InjuryNET website. The header is dark red with the InjuryNET logo on the left and navigation links: About us, Services, Practitioners, Articles, Links, and Contact us. The main content area features a white box with the following text:

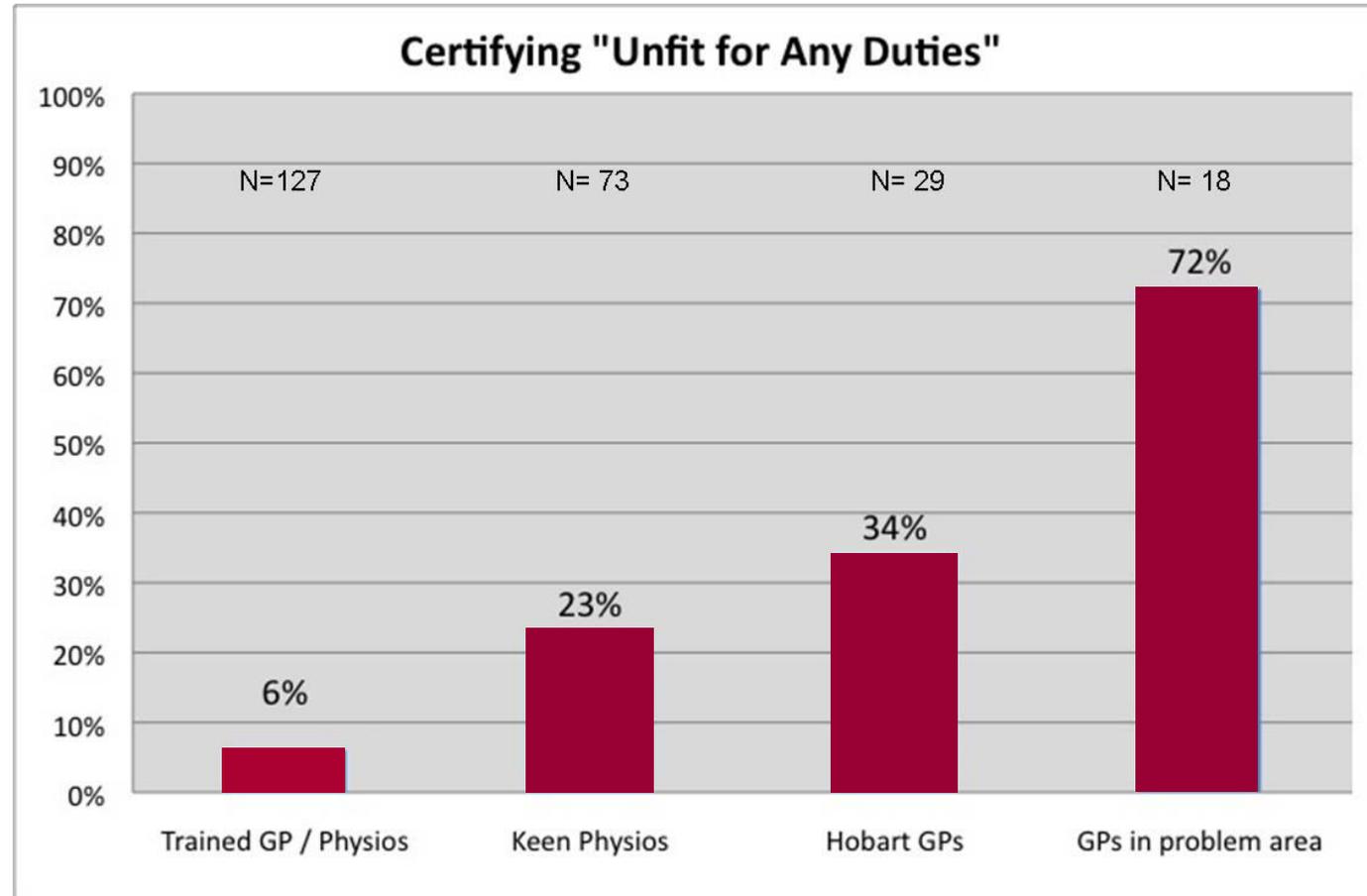
## InjuryNET's Six Guiding Stay at Work / Return to Work Principles

Stay-at-work / Return-to-work is the central goal of work-related injury management

1. Time off work should only be certified when medically necessary.
2. Lost Time is medically necessary when:
  - Recovery requires confinement at home or in bed. Eg. Hospitalisation, surgery, skeletal traction.
  - Work or commute is medically contraindicated and will worsen medical condition or delay recovery
  - Lost Time is generally unnecessary when certified restrictions are appropriate and adhered to in the workplace
3. Staying at work prevents the development and/or worsening of psychosocial issues
4. Medical certificates of capacity must be clear, specific and demonstrate progress
5. Effective communication and teamwork are critical
6. Clinical management must be based on evidence

The footer contains the text: © InjuryNET Australia Pty Ltd | Privacy | Design by Tandem. A zoom level of 100% is visible in the bottom right corner.

# Certification Influence: Lost time impact

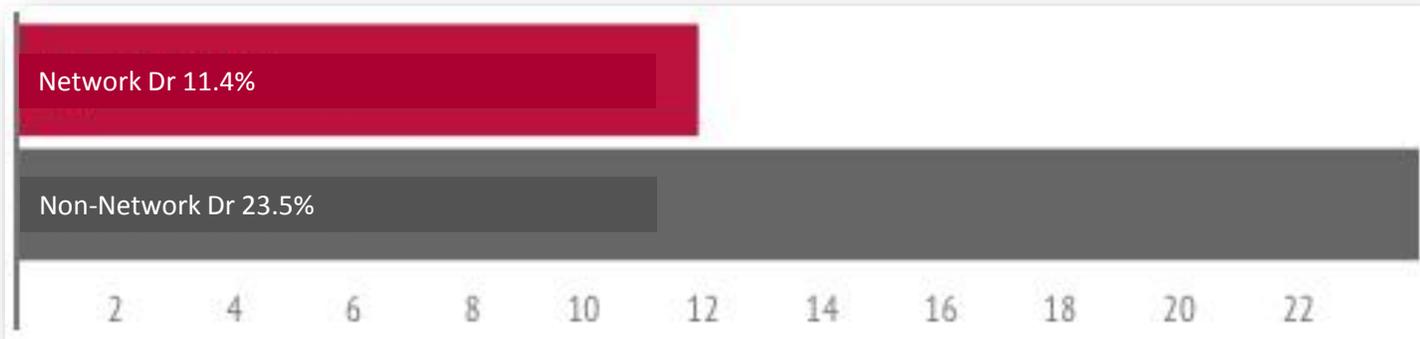


[http://www.workcover.tas.gov.au/\\_data/assets/pdf\\_file/0003/163668/Education\\_Strategy\\_for\\_GPs\\_in\\_Management\\_of\\_Workplace\\_Injuries\\_part\\_4.pdf](http://www.workcover.tas.gov.au/_data/assets/pdf_file/0003/163668/Education_Strategy_for_GPs_in_Management_of_Workplace_Injuries_part_4.pdf)

# Certification Influence: Lost time impact

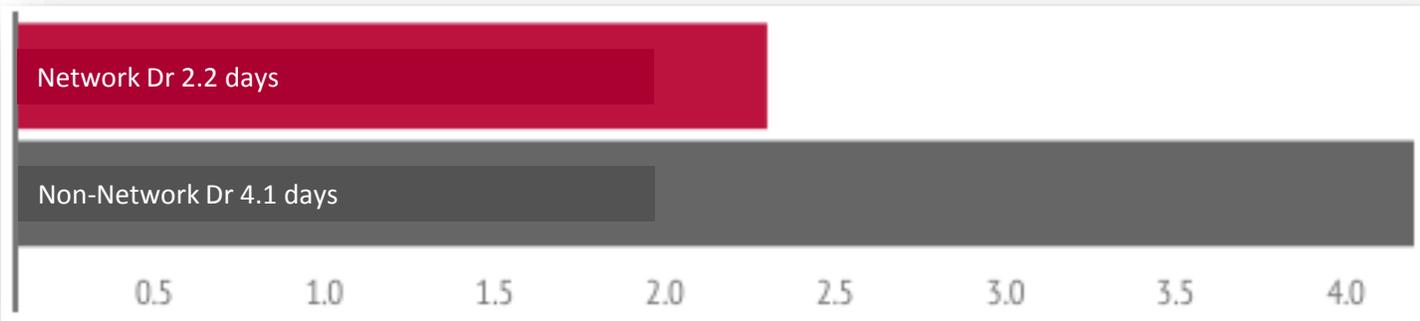
## Large National Retailer (n= 654, 77.4% of employees who reported a work-related injury attended a Network Dr, 2014-15)

### Lost Time Injuries



**Benefit** - Half as likely to become a lost time injury when seen by a Network Doctor

### Average Days Lost

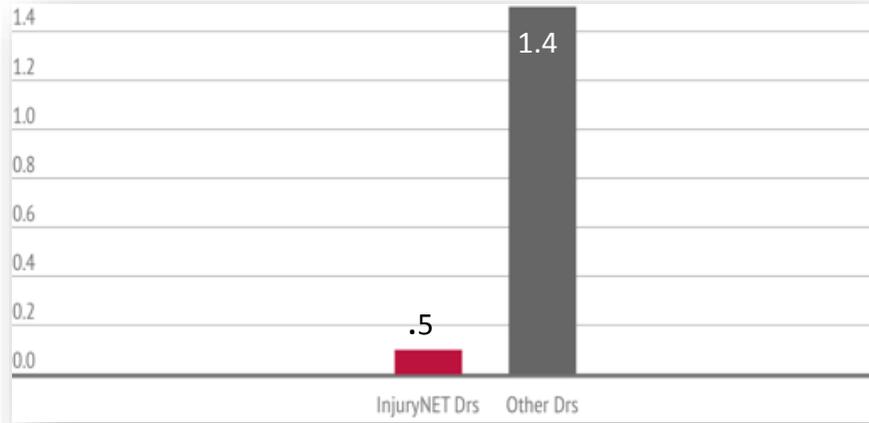


**Benefit** - Lose approximately half the days

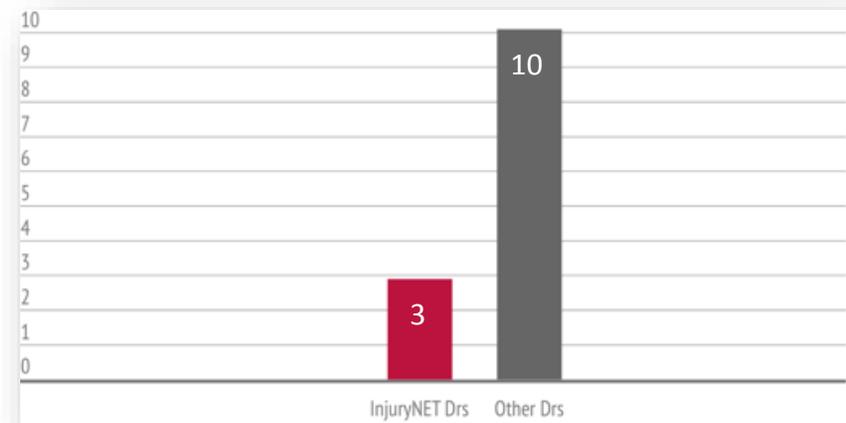
# Certification Influence: Lost time impact

## Communications Company (n= 175, 2014-15)

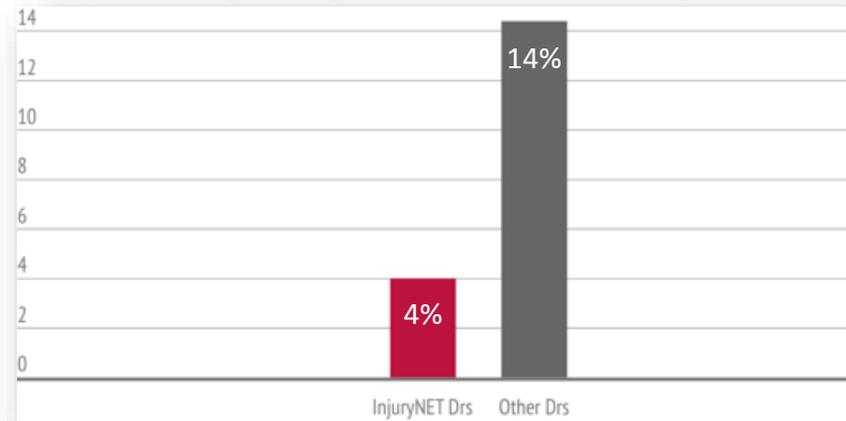
Average number of days lost per injury treated



Average number of days lost per LTI



Percentage of injuries treated becoming an LTI



# Certification Influence: Lost time impact

In 2014-2015 across 15 industries, >8500 injured employees

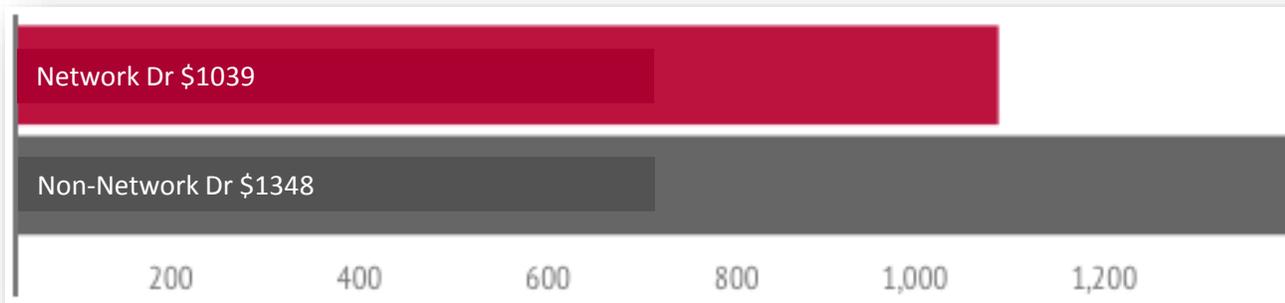


= % injured employees  
treated by Network  
Doctors certified fit for  
work in some capacity  
at the initial consultation

# Certification Influence: Cost impact

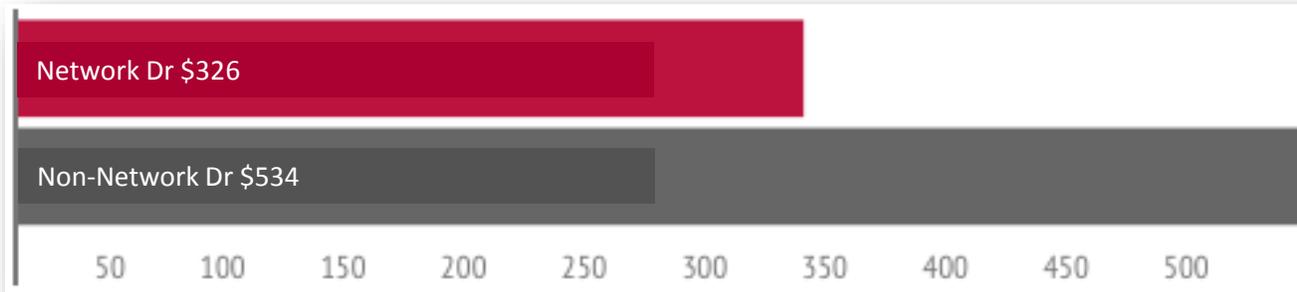
## Large National Retailer (n= 654, 77.4% of employees who reported a work-related injury attended a Network Dr, 2014-15)

Average Total Paid



**Benefit** - 23% less paid per injury

Average Compensation Paid

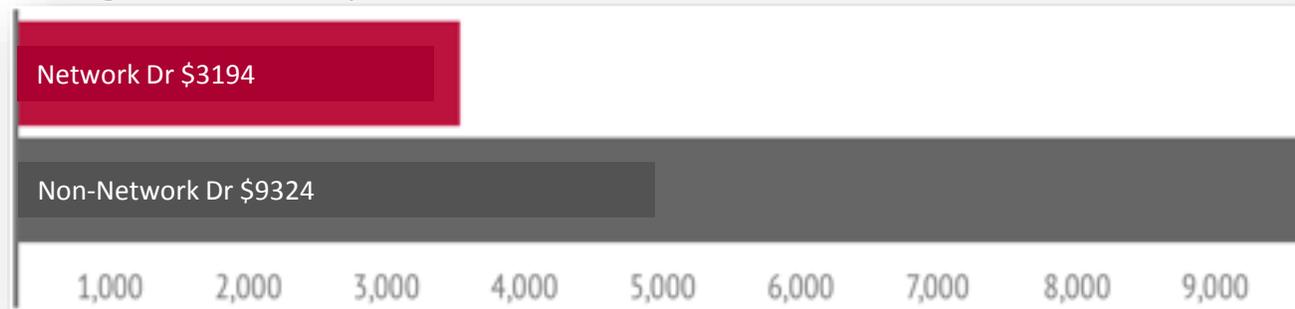


**Benefit** - 39% less compensation paid per injury

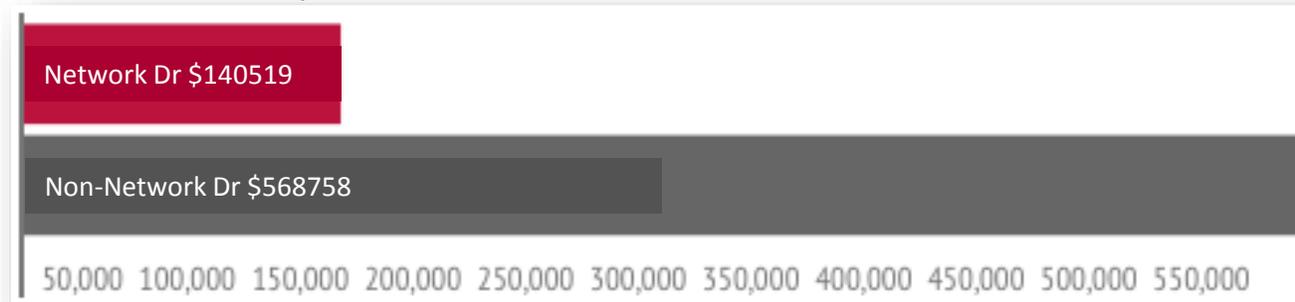
# Certification Influence: Cost impact

## Health Services Company (n= 44, 2014-15)

Average Workers Compensation Claim Cost



Total Workers Compensation Claim Cost



- The average cost of a Workers Compensation claim with treatment provided by a Network Doctor in this period was **66% lower** than claims where treatment was provided by a non-Network Doctor.
- Network cases accounted for 42% of referrals but **only 20% of total Workers Compensation claim cost**

# The Psychology of Choice

HBGW tenet:

“The UK Health and Safety Executive (HSE) offers a helpful framework for understanding the factors...constituting components of good work...[one of these components is] Control: Employees indicate that they are **able to have a say** about the way they do their work.”

# The Psychology of Choice: Application

When **invited**...

Practitioners **choose** to participate

When **offered**...

injured employees **choose** to participate

**The act of choosing to participate = stronger commitment/buy in to the early intervention process by all parties**

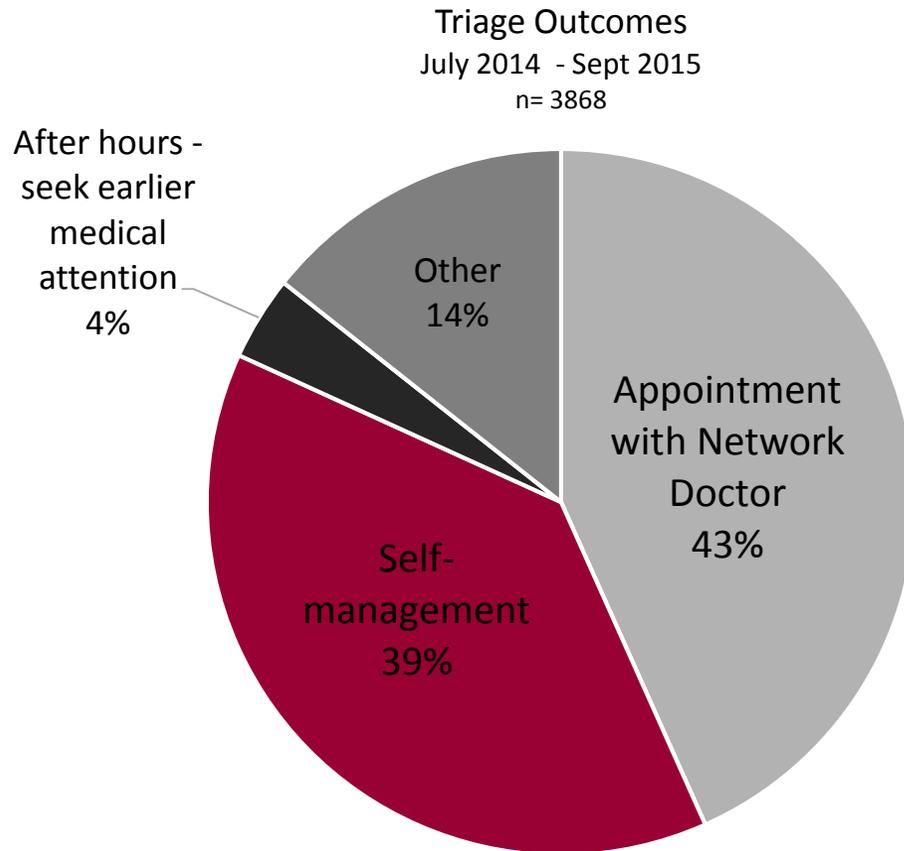
# Empowerment

HBGW tenet:

“Good outcomes are more likely when individuals understand the health benefits of work and are **empowered to take responsibility for their own situation.**”

# Empowerment : Application

## Triage Services



### Benefits:

- **Empowerment** : Both employees and managers report feeling reassured and supported with activity advice and recommendations provided, and comfortable to request treatment later, if required.
- Better use of medical resources
- Cost containment



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# InjuryNET

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[www.injurynet.com.au](http://www.injurynet.com.au)