



INJURY MANAGEMENT & PRE-EMPLOYMENT MEDICAL SUPPORT

Maintaining Health & Safety processes require a detailed understanding of the current frameworks and can be administratively intense. They're also critically important, particularly when responding to something that has gone wrong. A business must act swiftly to deliver the right support for the impacted workers and the best outcome for all involved.

Managing complex health and safety processes can be challenging for organisations who simply don't have the expertise or resources to manage the process themselves.

The business case for outsourcing **Injury Management & Pre-Employment Medical Support** really stacks up - particularly for smaller Health and Safety teams or those temporarily under resourced (such as maternity leave cover or to keep up with demand during a booming economy).

Injury Management Support

WFR's experienced Exercise Physiologists will work directly with your onsite Health and Safety team to maintain and improve the injury management process, ensuring an efficient and correct return-to-work process is in place. Be it assessing, treating, prescribing rehabilitation and strengthening programs, as well as reporting on musculoskeletal injuries.



Workers Compensation

“ WFR coordinated all our work related medicals and functional fitness assessments (FFA) across Australian and New Zealand. Their extensive resources sector knowledge and experience ensured we received a consistent, high quality service regardless of where the medical was done. The WFR team are great to work with— friendly, efficient, timely and super responsive to any unplanned requirements. ”

- Adam Mroz, Principal Consultant. 3D Risk Solutions

WFR can support the injury management process by:

- Developing injury management policies and procedures
- Support clients with Workers Compensation case management including liaising with all parties involved to ensure the best outcome for the employee the business - including managers, supervisors, medical practitioners, and other allied health professionals.
- Attending medical appointments and case conferences to ensure the medical assessment, diagnosis, and treatment plan is appropriate and in alignment with existing policies and procedures.
- In consultation with all involved parties; plan, develop, implement and monitor individual Return-to-Work (RTW) programs.
- Assess and interpret the impact of employee's strengths and barriers to achieving a return to employment, and coordinate interventions to address the barriers.
- Develop relevant **Job Role Profiles** and a **Job Role Dictionary** (see page 5 for more info).
- Coordinate and provide **Functional Capacity Evaluations** (FCEs), based on specific job role task physical demands to determine physical work capacity and limitations.
- Develop work conditioning programs for injured employees.



Pre-Employment Medical Assessment (PEMs)

If you're looking to quickly clear a candidate for a role, let WFR manage the **Pre-Employment Medical Assessment (PEMs)** process for you. We'll also take care of any routine **Annual Medical Assessments** required for on your worksite.

We'll co-ordinate a broad range of assessments from our network of trusted medical and health professionals across Australia - including an Occupational Physician / General Practitioner, a Registered Nurse and a Physiotherapist / Exercise Physiologist.

Acting as the central point of contact between the candidate and medical professionals, we'll coordinate all communication and book the assessments required to suit most any role, including:

- Medical assessment
- Musculoskeletal assessment
- Drug & Alcohol screen
- Audiometry assessment
- Spirometry (lung) screen

If any further assessments / clearances outside the normal requirements are required (e.g. Heavy Vehicle License, Offshore medicals) WFR works with the business to ensure these assessments are also completed.

Once the necessary assessments are complete, WFR will interpret and collate the assessment results for each candidate into a single Medical Review Letter - assisting you to make an informed decision on the recruitment or continued placement of an employee.

Ask WFR to recommend PEM packages suitable for the physical demands of each specific job role - such non-operational personnel (office staff, management) or operational personnel (e.g. physically demanding job roles). WFR will use the business's **Job Role Dictionary** to create the relevant assessment protocols.

+ OPTIONAL: For any individuals identified with significant health, medical or musculoskeletal 'red flags', WFR can recommend and implement a health intervention or physical conditioning program. Not only does this provide the business with greater confidence to recruit, it also supports the candidate to perform their job duties in a safe and healthy manner.



WHAT ARE THE BENEFITS?

- Outsourcing complex and highly administrative processes, saves your business money and time
- Have the confidence that critical health and safety processes are being managed by a team with the right expertise
- WFR are quick to engage and deliver, meaning you can quickly respond to the changing demands of business today
- Benefit from the preferred supplier relationships WFR have in place with third parties involved in the process – including competitive pricing and priority turnaround times

WANT TO GET A PREVENTATIVE PROGRAM IN PLACE?

Get in touch for more information:
ENQUIRIES@WORKSITE.COM.AU



TRY ADDING ONE OF THESE...

Injury Management & Pre-Employment Medical Support are just part of our Reducing Workplace Risk offering. It's often complemented with:

JOB ROLE PROFILING

The observation and assessment of job roles within a business. WFR collect data and images related to each job roles and capture feedback from employees - including postures, load handling techniques and work environment layout.

WFR use this information to produce a Job Role Profile (JRP) often utilised in recruitment, development of return to work processes, hazard identification and risk management. JRPs are typically collated to form a Job Role Dictionary.

MUSCULOFIT™

WFR's proactive musculoskeletal health improvement program that increases an employee's awareness of their current musculoskeletal health status and provides them with tools, individual coaching and advice to improve or maintain their health status.

The program provides an employer with valuable group health data to help inform a musculoskeletal injury prevention strategy.

Or any of our solutions for that matter...

Our experience over the last two decades has shown us that the most effective health and wellness strategies are designed to deliver four outcomes:



All of WFR's solutions are designed so they can be run independently as a short-term campaign or can work together to form a comprehensive health and wellness approach that we like to call this our Healthy Lifestyle Program™.

Whether your workforce is 20 or 20,000, we can design an approach to meet your strategic needs.

Get in touch for more information:

ENQUIRIES@WORKSITE.COM.AU