

PMAANZ Conference 2023

Teamwork Makes Recovery Work

Presented by:

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He Whakaora.**
prevention.care.recovery.



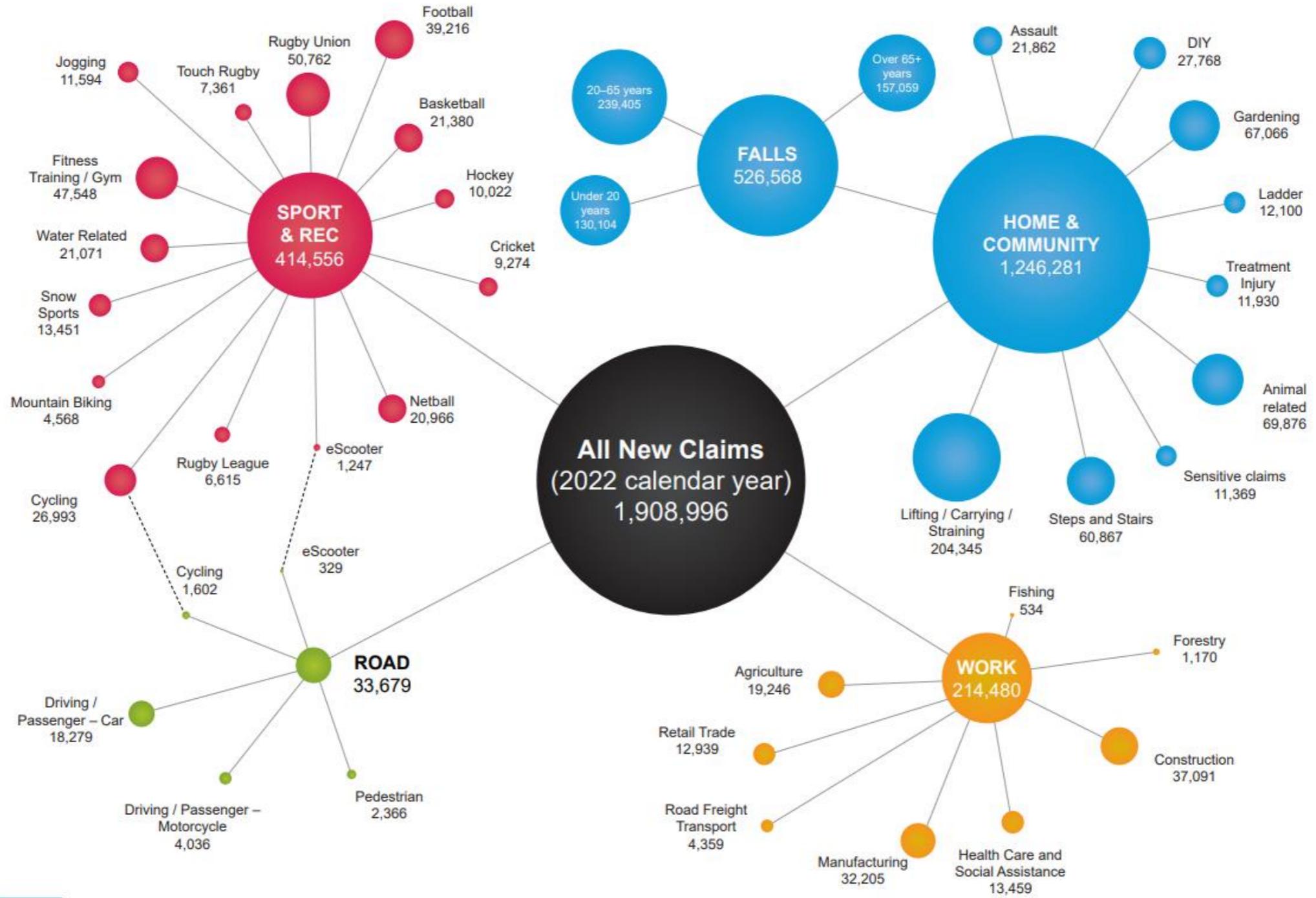
Agenda

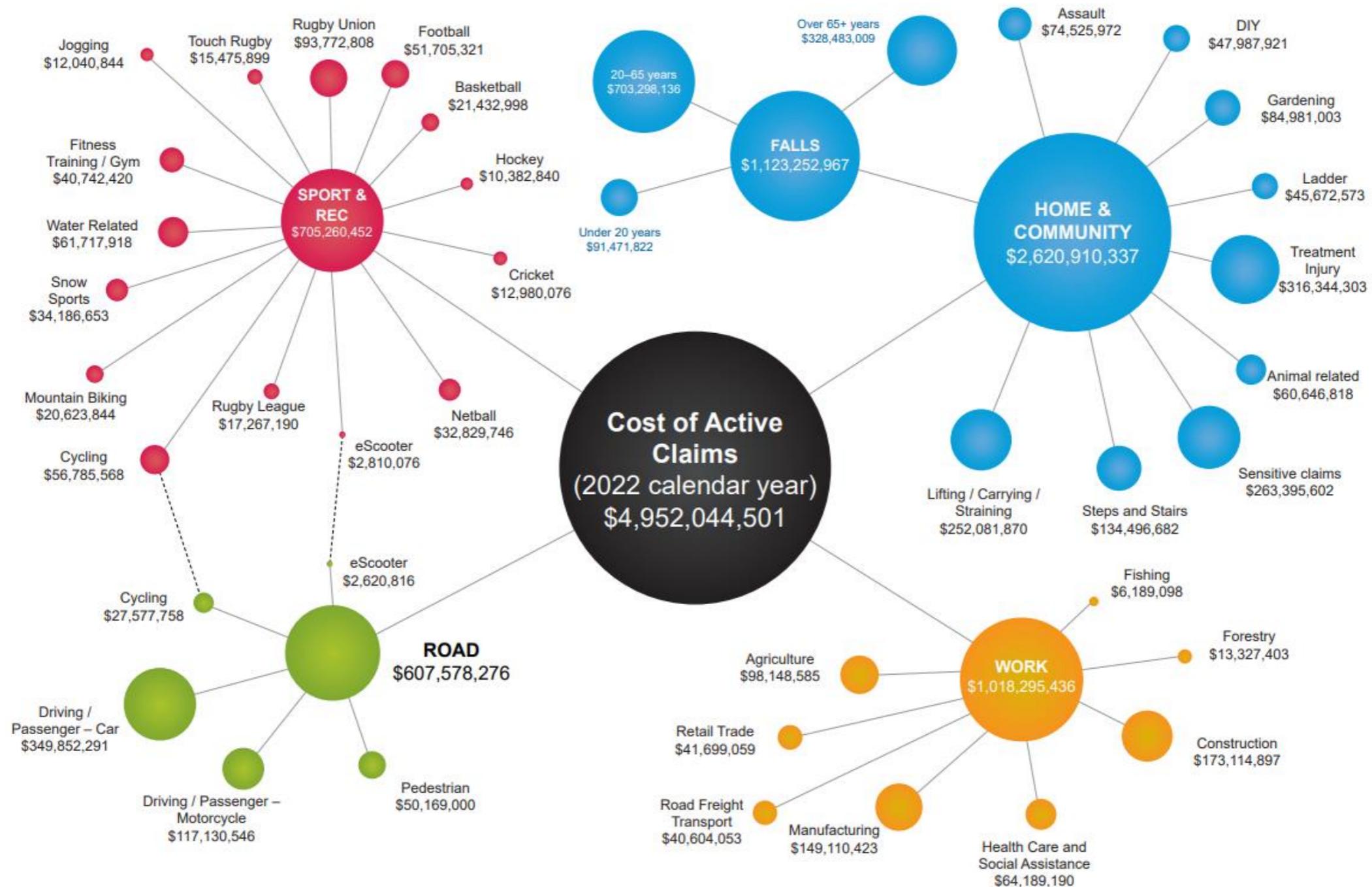
Today we'll cover

1. Why recovery at work is important
2. What's new in medical certification
3. Influencing improved health outcomes for your patients
4. Supporting your injured team members to recover at work



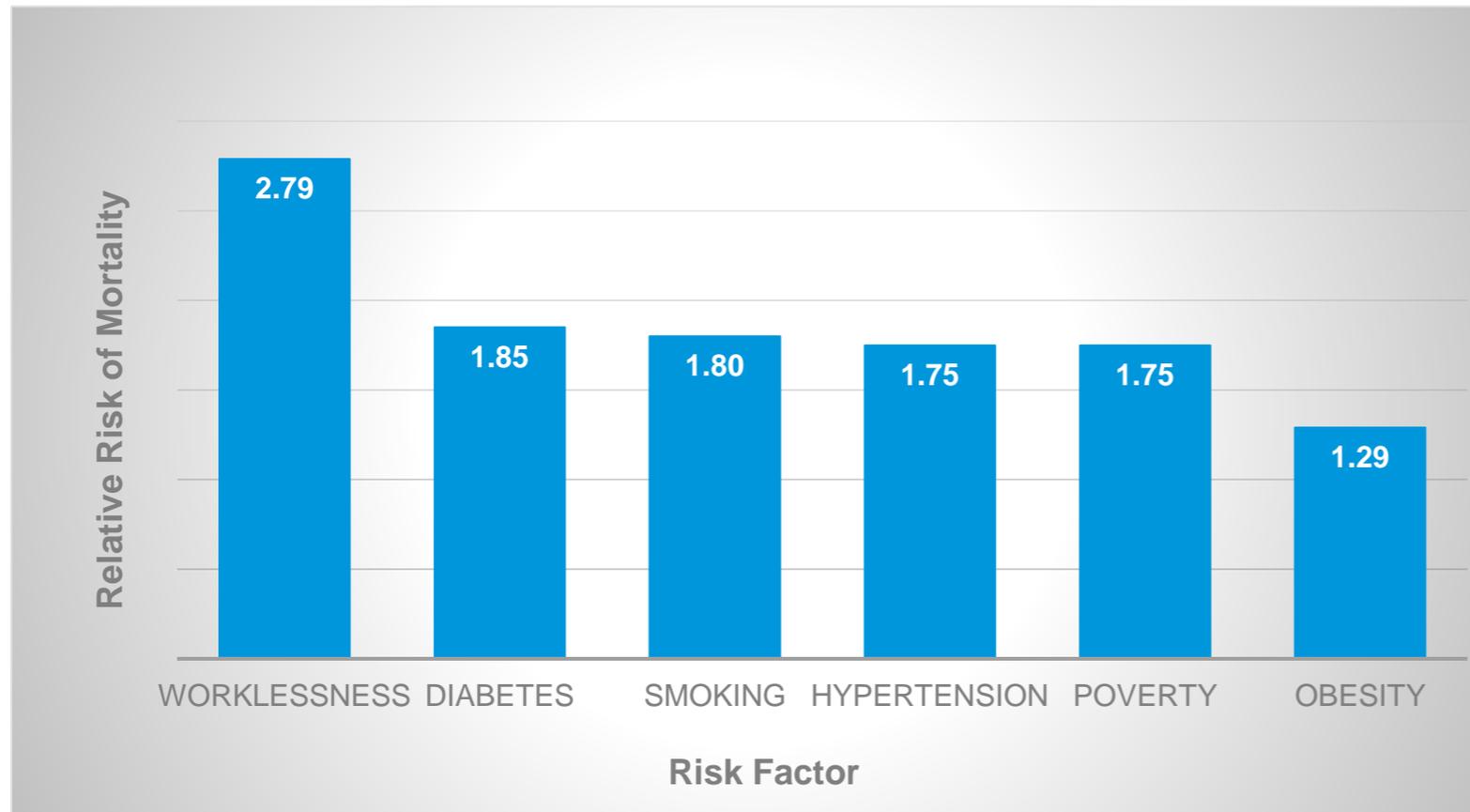
Why is Recovery at Work important?





Work contributes to recovery

Worklessness is the leading risk factor for mortality



Link between worklessness and higher relative risk of mortality ([The risks of worklessness](#) 2017)

“There are economic, social, and moral arguments that, in general, good work is the most effective way to improve the wellbeing of individuals, their families and their communities.

Moreover, there is strong evidence that prolonged loss of work, whatever the cause, can harm physical and mental health.”

Dame Carol Black, Advisor on Work and Health at the Department of Health, UK [Black](#) (2008)

Benefits of recovery at work

- Good for physical and mental wellbeing
- Stay connected to the workplace and workmates
- Provides structure, routine and sense of purpose
- Useful physical activity
- Shorter recovery times
- Maintain income

Instead of getting up to 80% of their pre-injury income through ACC alone, an injured person could earn up to 100%

Why it matters to business

In 2022, businesses lost more than **4.7 million days** of worker productivity to injury.

990,000 days – increase in lost working days since 2018

Can **NZ** afford to lose 12,904 working years of productivity in one year?

Better for business

- Promotes positive work environment
- Retain key skills and expertise
- Saves on training and recruiting new staff
- Lessens cost of lost productivity



What's new in medical certification?

Medical certificate definitions

1. Fully fit

This person is able to undertake their full pre-injury job duties

2. Fit for selected work

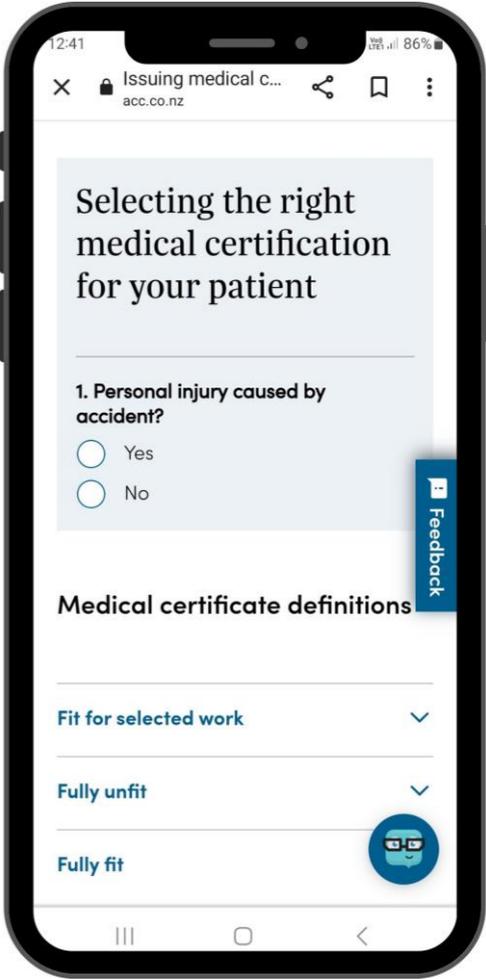
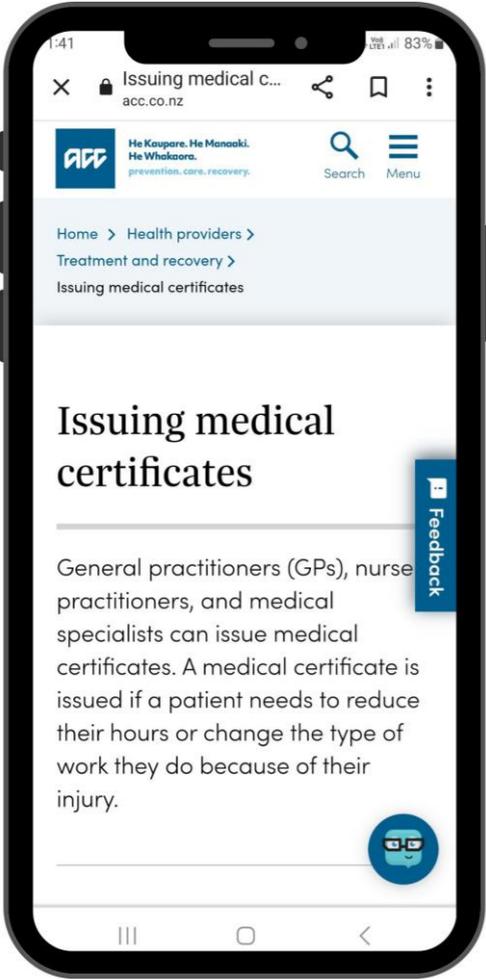
This person is able to engage in active rehabilitation and/or some work with support

3. Fully unfit

To be certified fully unfit your patient must fit one or more of the following criteria:

- **Total inability - this person is admitted to hospital, or confined to bed**
- **There is a risk of contagion or a need for quarantine as a result of an ACC covered injury, and this person is unable to work remotely**
- **Being in the workplace, even with assistance or modifications, poses a specific health and safety hazard to this person, their co-workers, or the general public**

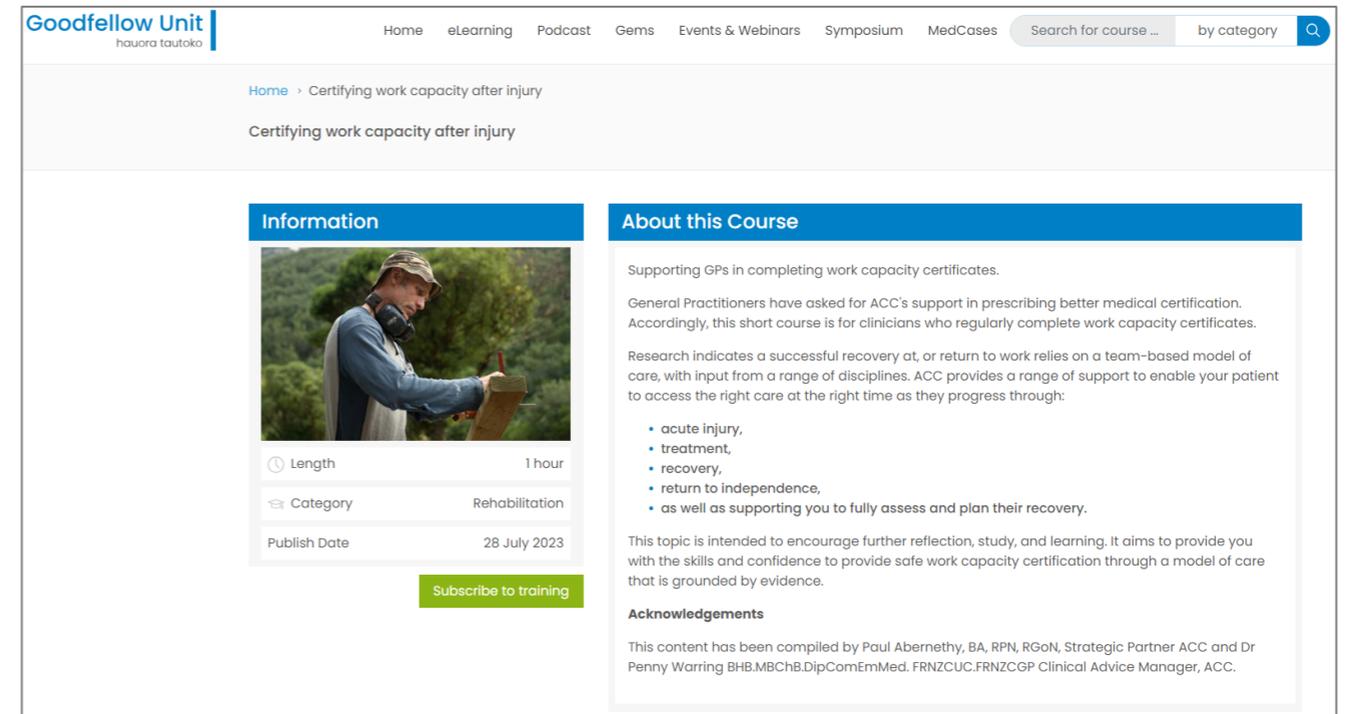
Supporting resources



Influencing improved health outcomes

What you can do

- Share new definitions and resources with your practice
- Encourage providers to do the Goodfellow Unit module
- Make a standing agenda item at practice meetings
- Consider a CQI initiative



The screenshot displays the Goodfellow Unit website interface. The header includes the logo 'Goodfellow Unit hauora tautoko' and navigation links for Home, eLearning, Podcast, Gems, Events & Webinars, Symposium, and MedCases. A search bar is present with the text 'Search for course ...' and a 'by category' dropdown. The main content area is titled 'Certifying work capacity after injury'. It features two columns: 'Information' and 'About this Course'. The 'Information' column includes a photo of a person in a blue shirt and cap, and a table with the following details:

Length	1 hour
Category	Rehabilitation
Publish Date	28 July 2023

Below the table is a green button labeled 'Subscribe to training'.

The 'About this Course' column contains the following text:

Supporting GPs in completing work capacity certificates.

General Practitioners have asked for ACC's support in prescribing better medical certification. Accordingly, this short course is for clinicians who regularly complete work capacity certificates.

Research indicates a successful recovery at, or return to work relies on a team-based model of care, with input from a range of disciplines. ACC provides a range of support to enable your patient to access the right care at the right time as they progress through:

- acute injury,
- treatment,
- recovery,
- return to independence,
- as well as supporting you to fully assess and plan their recovery.

This topic is intended to encourage further reflection, study, and learning. It aims to provide you with the skills and confidence to provide safe work capacity certification through a model of care that is grounded by evidence.

Acknowledgements

This content has been compiled by Paul Abernethy, BA, RPN, RGoN, Strategic Partner ACC and Dr Penny Warring BHB.MBChB.DipComEmMed. FRNZCUC.FRNZCGP Clinical Advice Manager, ACC.

[Certifying work capacity after injury | Goodfellow Unit](#)

Supporting injured team members

Teamwork makes recovery work

- Work can be a key part of rehabilitation and helps people get better, sooner.
- In most cases, recovery from injuries like sprains and strains at work can be done safely with the right team.
- May involve temporary adjustments e.g. alternative duties, reduced hours, or equipment.



Who's on the team?

- injured employee
- GP and/or health professional
- employer
- ACC
- friends and workmates
- whānau



Practical tools and support

The collage features several ACC quick guides:

- Your role in the recovery at work journey** (1 of 7): A guide for employers on how to support an injured employee.
- Adjusting duties, workload, or hours for an injured employee** (3 of 7): A guide for employers on how to adjust work for an injured employee.
- Starting the conversation: Recovering at work after an injury** (1 of 1): A guide for supervisors/team leaders on how to start the conversation with an injured employee.

Learn what role you can play in recovery at work

Supporting a person with a non-complex injury like a sprain or a strain to recover at work has benefits for everyone. Select your role to find out more.



I'm an injured worker →

Are you injured, off work, and not sure what's next? Recovering at work safely means you can keep earning, stay in touch with mates, and get you back to what you enjoy sooner.



I'm an employer →

Good employees can be hard to find. Playing an early and active role during their recovery has benefits for all. For them, your team and your business.



I'm a health provider →

Using work as a part of your patient's rehabilitation can lead to shorter recovery times. Accurately assessing what they can do while injured plays a key role in supporting them to get back to work.

[Supporting your injured employee to recover at work \(acc.co.nz\)](https://acc.co.nz)



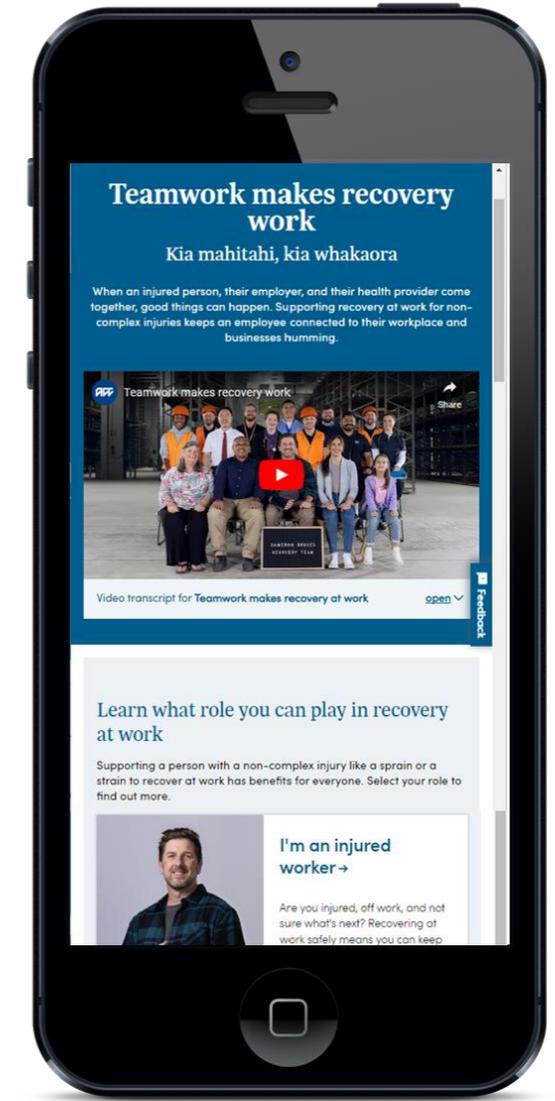
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How ACC can help

Support and resources to help injured people recover safely at work:

- rehabilitation programmes
- specialised equipment and technology to support recovery at work
- assistance with transport to and from work
- occupational workstation assessments
- functional assessments
- specialised vocational medical services.

[How your recovery at work team supports you \(acc.co.nz\)](https://acc.co.nz)





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