Nearly four in ten organisations provide no rehabilitation support for employees and, where support is provided, frequently it is not available until an employee has been off work for more than two months.

Source: Absence Management – Annual Survey Report 2008, CIPD

WorkMatters is proud to be supporting the UK’s first internationally recognised occupational rehabilitation training programme. The programme is designed to enhance the knowledge and competence of those involved in helping people who are ill or injured enter or re-enter the workplace. It provides an introduction to the skills required to administer disability and absence management programmes. The course modules explore appealing and contemporary topics such as job analysis and return-to-work coordination as well as essential legislation, and will equip students with the necessary skills to apply occupational rehabilitation principles to their job.

Our training programme will assist occupational therapists, physiotherapists, occupational health and human resources professionals, as well as other practitioners dealing with disability-related issues. The foundation courses will also help insurance administrators understand the relationship between work and health in the cases they are administering.

Many employers have a very limited awareness of good absence management practices and few have skilled practitioners in-house to help them manage their sickness absence. Our training can help employers and practitioners build these skills.

The programme has been developed by the National Institute of Disability Management and Research (NIDMAR) in Canada. WorkMatters has an exclusive licence to offer the programme in the UK and is delivering the modules in conjunction with a number of leading UK universities.

Key Features

- Practical
- Accessible to the working practitioner
- Delivered by a range of UK universities
- Modules covering a wide range of skills, including:
  - Effective Disability Management programmes
  - Introduction to return-to-work co-ordination
  - Job analysis
  - Legislation and Occupational Rehabilitation
  - Problem-solving with organisations
  - Occupational Rehabilitation from a Human Resources perspective
  - The role of assessment
  - Communication and interviewing skills
  - Physical impairments, rehabilitation services and return-to-work
  - Mental health issues, rehabilitation services and return-to-work
- Each module is self-contained and can be completed in a day (plus homework)
- Students can choose which courses they want to take, and when.

Students are encouraged to share their experiences by working through a series of scenarios, looking at common issues. Students receive a certificate of completion at the end of each course. Programme delivery is designed around students who are also at work, and students can take
courses as and when they are ready for them. Likewise, the programme delivery is flexible too: while the courses are intended for delivery at the university, the instructors are also happy to run classes on-site if an employer is interested in training groups of its employees.

How much does it cost?
Each university sets its fee schedule, which will typically be in the region of £300 per module, depending on the module.

Where is it offered?
Currently the course is offered by:

- Brunel University, West London
- Glasgow Caledonian University
- University of Huddersfield
- Additional courses are planned for England and Wales.

Further information
Brunel: hsc-workrehab@brunel.ac.uk
Glasgow Caledonian: NIDMAR@gcal.ac.uk
Huddersfield: occupational.rehabilitation@hud.ac.uk

For information on additional training sites in England and Wales, contact gail.kovacs@kmghp.com.

You can also e-mail WorkMatters@unum.co.uk, visit www.unumworkmatters.co.uk or call us on 01306 874 257.

About WorkMatters – a Unum Group Company
In a world of changing work patterns and lifestyles, fresh perspectives on disability and incapacity are required. WorkMatters draws on the experience that Unum, the UK’s leading provider of income protection solutions, has gained over the years about the complex interaction between ill health and behaviour and Unum’s enhanced understanding of health issues in the workplace. Out of this understanding comes WorkMatters’ range of value-added, non-insurance services to help employers positively address absence issues today, leading to enhanced performance in the future.

WorkMatters focuses on making a tangible difference to an employer’s overall sickness expenses and helps advisers deliver a range of tailored solutions to their clients to include the following products and services: Employee Assistance Programme; Absence Management Assessments; Absence Tracker System; Vocational Rehabilitation Case Management Service; Occupational Rehabilitation Training; Certification in Disability Management and Open Door Vocational Assessments.

For more information please visit www.unumworkmatters.co.uk