



INSURER SERVICES

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Occupational Therapists Inc.

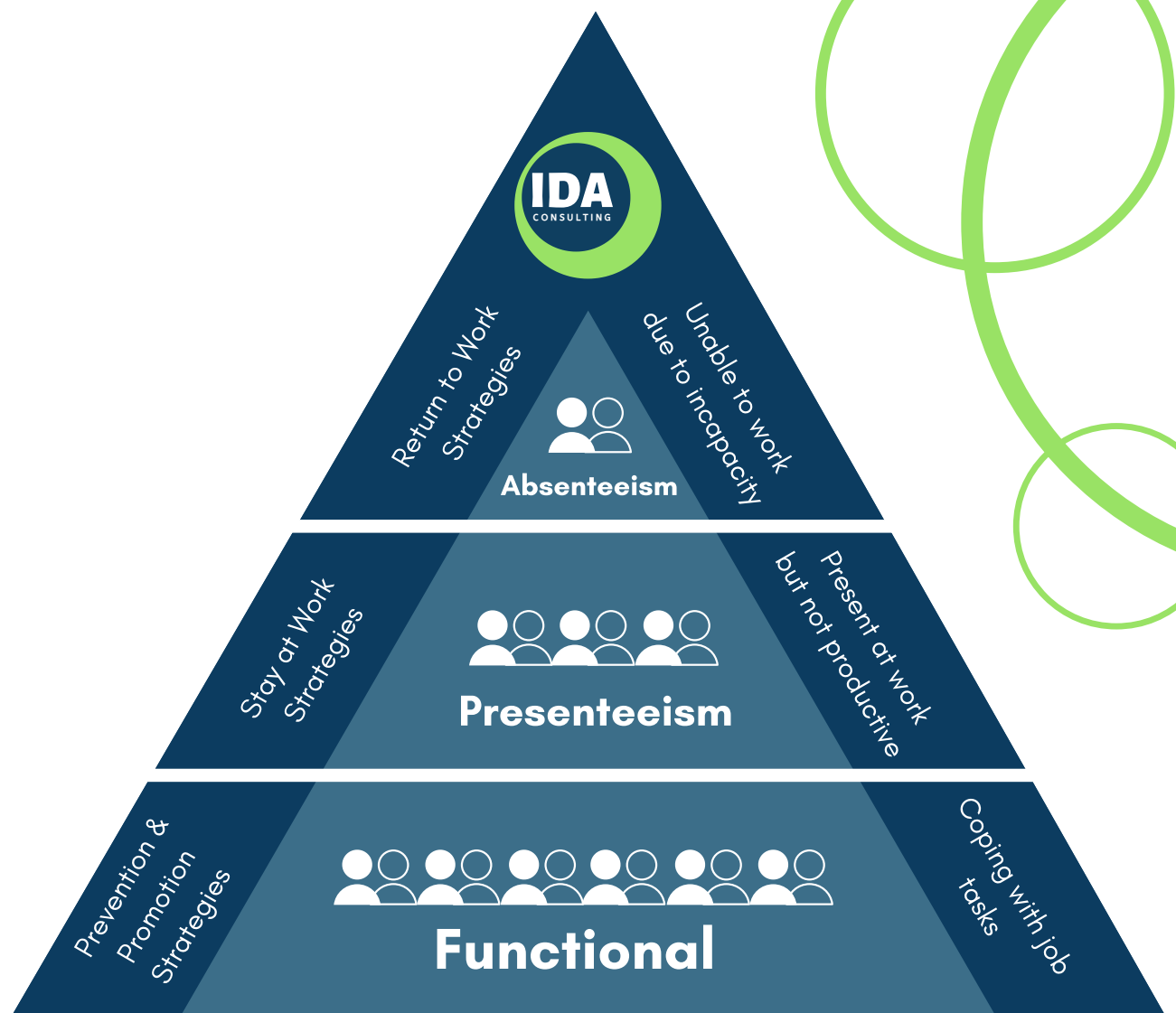
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IDA MODEL OF OCCUPATIONAL DISABILITY™

Our model assists in understanding the process of occupational dysfunction and disability. **Occupational dysfunction is any difficulty executing activities required to perform one's occupation productively.** Left untreated, **occupational dysfunction could result in occupational disability** i.e. temporary or permanent inability to work.

Our strategies aim to **proactively prevent, promote and manage the human capital** of an organisation. We aim to **help employers retain a productive staff, increase employee engagement, reduce the financial impact of presenteeism and absenteeism,** all while **improving organisational productivity and profitability.**



Early Intervention Assessment

This process aims to assist a claims handler or case manager identify whether a claim should be admitted or whether the provision of early intervention strategies would permit the employee to stay at work and/or remain functional and productive, thereby avoiding a claim being admitted. This process consists of an employee consult, line manager consult and a short report with recommendations regarding suitability to case management, suitability for vocational rehabilitation, need for on-going medical management etc.

Stay at Work Programmes

The Stay at Work (SAW) Programme is the implementation of the Early Intervention Assessment recommendations. The aim is to assist an employee to function better at work by providing the necessary medical and vocational support and/or rehabilitation while ensuring s/he continues to add value to the organisation. Our SAW Programmes generally last 6-8 weeks. During this process we offer vocational rehabilitation and/or vocational support to the employee, line manager, HR or team to ensure success

RETURN TO WORK STRATEGIES

Assessments

Functional Capacity Evaluation

The "gold standard" of assessments. This very comprehensive and detailed assessment provides information regarding the capacity of an employee to perform an identified occupation and/or their ability to be reskilled or realigned. This is 4-5 hour assessment, ideally conducted in person

Case Management Screening

Used in order to establish the employee's ability to resume work at present. Findings provide the case manager or claims assessor with information regarding the employee's current work capacity in order to manage the case, assess the claim and make appropriate recommendations. This is 90 minute screen which can be conducted virtually, if necessary

Voc Rehab Programmes

1) Activity Coaching Programme

One of the more popular tools used in this programme is the PGAP. This programme aims to address and improve an individual's activity profile and routine while addressing the potential barriers to participation. This programme generally lasts 8-10 weeks and the goal is to prepare the employee to resume work, either in their own occupation, alternative role or the general open labour market

2) Employability Programme

This programme assists an individual to prepare for open labour market employment. We provide a skills audit, CV writing assistance, job seeking skills, interview skills, soft skills, development of a social media profile etc. The programme lasts 6-8 weeks. The goals include preparing an individual to re-enter the OLM and potentially aiming to benefit termination

3) Work Activities Simulation Programme

This programme aims to prepare an individual for returning to work, especially when there has been a long period of absence. All the sessions are initially the same in nature, the later sessions are tailored to suit the specific job the individual will be resuming (if/when appropriate). The goal of our programmes is to build confidence and endurance while addressing potential barriers which might affect to return to work. The WASP can be used as a downgrade from activity coaching or act as a bridge between rehab and a work trial. These programmes run for 4 weeks and includes on site supervision and a tailored approach

Return to Work Programmes

1) Back to Work Programme

This is most suitable for employees recently discharged from an in-patient admission. This programme is normally run in a group setting to foster support and maximise education. The programme teaches employees about disclosure, reasonable accommodations, support in the workplace, employer responsibilities and employee rights. This is a 5 session programme which is delivered virtually.

2) Reintegration Programme (Work Trial)

This programme is normally structured as a work trial and is therefore specifically tailored for each individual. The reintegration generally lasts 8-12 weeks and occurs upon completion of voc rehab. During the process we offer Vocational Support to the employee, line manager, HR or team. Providing structured time to discuss their concerns regarding the employee's return to work makes the reintegration process smoother and often more successful. The goal of the reintegration programme is to facilitate the employee resuming their own or an alternative occupation



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