



## **INFORMATION FOR WORKERS**

### **Who are we?**

Ergosmart Consulting is a privately owned company, approved by WorkCover in NSW as a Workplace Rehabilitation Provider. All our Consultants are qualified and experienced Physiotherapists or Occupational Therapists.

Our organisation is in no way linked to your employer, your employer's Workers Compensation agent (insurer) or any of your treatment providers. We are an independent party who are able to remain objective and guide you through the sometimes complex processes required when you have a Workers Compensation claim and are not immediately fit to return to your normal duties at work.

### **What does a Rehabilitation Provider do?**

Approved Workplace Rehabilitation Providers offer specialised services to assist injured workers to return to work. These services include:

- Worksite Assessments
- Identification of suitable duties (sometimes called "light duties")
- Development of a Return to Work Plan in consultation with you, your Nominated Treating Doctor and your employer
- Education regarding safe work practises and/or job modification
- Liaison with all parties involved in your rehabilitation to ensure clear communication regarding your needs and maximise your chances of a safe and successful return to work.

Rehabilitation Providers must follow the conditions and guidelines imposed by WorkCover, as well as working within the framework of the Workers Compensation legislation and the Privacy Act.

### **Do you have to participate?**

The Workplace Injury Management and Workers Compensation Act 1998 requires you to make all reasonable efforts to return to work with your pre-injury employer as soon as possible. This includes participating in a Return to Work Plan with the assistance of an approved Workplace Rehabilitation Provider if requested by your employer or your employer's Workers Compensation agent (insurer). If you refuse to participate, you may no longer be entitled to your Workers Compensation benefits. During our initial meeting you will be asked to sign a consent form to confirm that you agree to participate. You do have the right to choose your Rehabilitation Provider, therefore if you wish to choose a provider other than Ergosmart Consulting, please advise your employer of your choice as soon as possible so that an alternate referral can be made.

## **What will you need to do?**

- Meet with your Rehabilitation Consultant (usually in the workplace) for an Initial Interview and a Worksite Assessment.
- Work with your Rehabilitation Consultant, your employer and your Nominated Treating Doctor to develop a Return to Work Plan, and then work within the advised medical restrictions and the conditions of the agreed Return to Work Plan.
- Attend regular reviews with your Nominated Treating Doctor and maintain up to date WorkCover medical certificates, until such time that you are issued with a 'Final' certificate.
- Inform Ergosmart Consulting if there are significant changes to your medical condition or your fitness for work (for example, if you suffer an aggravation of your symptoms). This enables us to promptly address your concerns and prevent further problems.

## **What happens next?**

- Your Rehabilitation Consultant will contact you to arrange to meet for an Initial Assessment. This usually takes place at your workplace, however if you are unfit to travel to work for this meeting then it may take place in your home or at a neutral location near your home.
- During the Initial Assessment we will discuss the nature of your injury, your doctor's recommendations and treatment, and any concerns you may have about your return to work. During this meeting we can answer any questions you might have regarding the return to work process.
- Your Rehabilitation Consultant will then conduct a Worksite Assessment to identify the physical demands of your job so that we have a clear understanding of what is required of you when you return to that job. We will also assist your employer to identify appropriate suitable duties, which may include part of your normal job or other duties.
- We will discuss these duties with you and your employer and develop a Return to Work Plan based on your doctor's advice.
- Ergosmart Consulting will contact your doctor and your treatment providers to ensure all parties involved are kept informed of your work status, and to gain any relevant feedback that might assist with your Return to Work Program. If necessary, we may arrange a case conference with you and your doctor to discuss your Return to Work Plan.

***Ergosmart Consulting look forward to meeting you and we hope that we can assist you to achieve a safe return to work.***