

THROUGH, OVER, UNDER OR AROUND

HURDLES FACING INJURY
MANAGEMENT PRACTITIONERS

INJURY MANAGEMENT SYMPOSIUM

Presented by Self Insurers of South Australia and natalie bottroff & associates



Stamford Grand, Glenelg
24th March, 2004



The finishing
post hasn't moved,
but the strategies of the
race may vary!

This symposium addresses the need for injury
management practitioners to continually search for new
and innovative strategies to enable them to finish the race



Workers Compensation
CGU NRMA Workers Compensation (SA) Ltd



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8.30am **Registration**

9.00am **Welcome** – Brenton Illingworth, Master of Ceremonies

9.05am **Open** – Steve Standen, Chairperson of Self Insurers of South Australia

9.10am **“When is Sick Behaviour Not Sick?”** Dr Howe Synnott, Psychiatrist,
Medico-Legal Company of Australia

In a medico-legal setting the patient's complaints may be inappropriately attributed to a psychiatric condition - if the unique context of the medico-legal situation is not appreciated. The relevance of the individual's motivations, personality and life circumstances need to be considered - if this is not done the result may be incorrect labeling of abnormal behaviour as a 'mental disorder'.

10.30am **Morning Tea**

11.00am **“Capacity vs Impairment”** Sam Schirmer, Director,
Clinical Services, Corporate Health Group

This presentation outlines the importance of determining both capacity (function) and impairment in the determination of an individual's level of well-being. Used in the correct setting, and with sound assessment principles, will enable measurement to enhance the determination of an injury claim.

11.55am **Quick break**

12.05pm **Principles of Management of Delayed Functional Recovery and Disability** Dr Tony Thoo, Occupational Physician

This presentation will cover the following points:

Delayed Functional Recovery

- Risk factor
- Eliminating other serious health conditions
- Managed delayed recovery
- Effective case management and roles and responsibilities of patient, doctor and rehabilitation providers
- Coping skills
- Referral to Behavioural Health Professionals

Disability Management

- Return to work as a first step in Case Management
- The “Return to Work” process
- Managing barriers of successful return to work



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1.00pm **Lunch**

2.00pm **Hypothetical**

Topic: The Quandary Facing Labour Hire & Host Employers

Hypothetical Master: Brenton Illingworth

Overview and background information: Frances Meredith

Panel members

Cheryl Milburn, Program S58b and S58c Manager, WorkCover Corporation

Robin Tarr, Recruitment & Consulting Services of Australia/Chandler MacLeod

Shelly Edmonds, Rehabilitation Business Unit Manager, IMA Consulting

Anthony Durkin, Barrister, Duncan Basheer Hannon

Belinda Randell, Partner, Finlaysons Lawyers

Lyn Hodge, Medical & Services Rehabilitation Coordinator, Mitsubishi Motors Australia Ltd

Ruth Woodland, State Manager, CGU NRMA Workers Compensation Ltd

Chris Newland, Manager South Australia, Insurance Council of Australia Representative Australian Manufacturing Workers Union

Di Routledge, Insurance/Workers Compensation Manager, Hills Industries Limited

incorporating questions from the floor for panel members

3.15pm **Break**

3.40pm **2 Year Reviews** Grant Archer, Partner, Finlaysons

This presentation will examine the opportunities (and corresponding pitfalls) for exempt employers and registered employers to engage in the two year review process, particularly addressing the potential to successfully employ this management tool whilst balancing responsibilities under Sections 58b and C of the Act. The overview will also address the difficulties created by industrial relations issues associated with two year reviews.

4.25pm **Closing remarks** – Steve Standen, Chairperson of Self Insurers of South Australia

4.30pm **Close** – Brenton Illingworth, Master of Ceremonies

4.35pm **Wet the Whistle!**

MASTER OF CEREMONIES

Brenton Illingworth
Managing Solicitor
Administrative and Industrial Section, Crown
Solicitors Office

Brenton Illingworth was admitted as a legal practitioner in 1979, was in private practice until 1985, and joined the Attorney-General's Department, Crown Prosecution Section where he was Senior Assistant Crown Prosecutor. From 1990 to 1992, Brenton was at the Bar practising as Defence Counsel in a War Crimes Act prosecution including High Court challenge to the legislation and directing investigation throughout Europe.

In 1992, Brenton returned to the Attorney-General's Department, was Managing Solicitor in the Civil Litigation Section managing workers compensation, criminal injuries compensation, fraud prosecutions major civil trials and coronial inquests. He appeared as counsel in complex trials and appeals for that section.

In 2003, Brenton became Managing Solicitor in the Administrative and Industrial Section managing all prosecutions including Occupational Health Safety and Welfare, Environment Protection Agency and Workers Compensation fraud. He continues to manage the Coroner's Court and appears as counsel in complex trials, appeals and coronial inquests including, for example, the National Crime Authority bombing and Whyalla Airlines inquests. Brenton continues to advise the Attorney-General and Ministers on broad range of legislative matters including recently the Victims of Crime Act.

ABOUT THE SPEAKERS:

Dr Tony Thoo

Occupational Physician
Corporate Health Group

With 16 years experience in occupational medicine, Dr Thoo has provided advice and consultancy services to a range of corporate, government and exempt employers in South Australia in the areas of work injury assessment, claims management and rehabilitation and independent medical examinations.

Dr Howe Synnott

Psychiatrist
Medico-Legal Company of Australia

Dr Synnott's vast experience covers the full range of psychiatry spectrum – child, adult, psycho-geriatrics, drug and alcohol, developmental disability, forensic issues, psychotherapy and consultation-liaison psychiatry. This requires a broad knowledge of psychiatry and "the human condition". He currently divides his time as a Visiting Medical Officer to Armidale & New England Hospital, New South Wales and Forensic Psychiatrist in Sydney.

Sam Schirmer

Director of Clinical Services
Corporate Health Group

Sam Schirmer has worked in Occupational Medicine for the past 25 years, being one of the founding Directors of the Muscular Development Fitness Unit (Memorial Hospital), specialising in spinal injury rehabilitation. As a specialist physiotherapist, Sam's skills have been sought as an expert in her field, a path which has progressively led to her role as the Director of Clinical Services with the Corporate Health Group in 2002.

Grant Archer

Partner
Finlaysons

Grant began his association with Workers Compensation in South Australia as a claims officer with the WorkCover Agency in 1987. Prior to commencing with Finlaysons, Grant was employed at Moody Rossi & Co providing representation to workers. Grant joined Finlaysons in 1988 and was made a partner of the firm in 2002. Grant has extensive experience in Workers Compensation matters and has a particular interest in developing client specific risk management and claims management strategies, and industry specific OHS&W policies and procedures. As a result of his background as claims officer, workers representative and representing a wide range of exempt employers, Grant provides a uniquely balanced perspective to the management and assessment of workplace injury claims.



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JARDINE LLOYD THOMPSON



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Registration

Registrations will be accepted by email sisa@sisa.net.au or by post 136 South Road, Torrensville 5031 by close of business on Thursday, 18 March 2004. This form may be photocopied for additional registrations.

Cost: **\$208.00** – full members, including GST

Cost: **\$230.00** - associate members, including GST

Cost: **\$263.00** - non-members, including GST

Earlybird

Deduct \$10.00 per person from the cost above for registrations received before Wednesday, 3rd March 2004.

Confirmation of registration will be sent by email or post within 7 days of receipt of your registration. Please keep a copy of this registration for your own records.

Conditions of Registration

The registration fee includes refreshments and Symposium folder. These will be available on the day. Please note that there will be no refunds after Friday, 19 March 2004. A full refund applies to cancellations made before this date. You may substitute another delegate up to the beginning of the seminar without penalty.

Please note that the registration fee applies to one delegate registering. It is not possible to share one registration fee between several people. SISA and natalie bottroff & associates reserves the right to make changes to this program and speakers, if any conditions beyond its control prevail.

Invoicing Details

SISA will invoice all delegates from as registrations are received. The invoice will be addressed to the person/s attending from their respective organisation, unless otherwise requested.

REGISTRATION FORM

Name:

Organisation:

Address:

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Phone: Email:

Wet the whistle: Yes No

Mobility or dietary requirements: Yes No

If yes, please specify:

Send to: SISA, 136 South Road, Torrensville SA 5031

or email: sisa@sisa.net.au

or email: nb@nbassociates.com.au



For further enquiries:

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