



SELF INSURERS ASSOCIATION OF VICTORIA Inc.

EMPLOYERS MANAGING THEIR OWN RISK. ABN. 52 050 013 017

## ACTIVE LEARNING WORKSHOPS

### *Practical Applications in Workers Compensation and Rehabilitation*

Time: 8.30am to 4.50pm Date: 21 September 2006

Location: Sparke Helmore,  
Level 40, 600 Bourke Street, Melbourne.

#### **Creating Effective Injury Management Programs**

Anne Cherry, Principal, Engelman Etcetera Pty Ltd

#### **Reducing the Costs of Injuries by Working Out Complex Cases in Advance**

Dr Paul Pers, SANO Consulting

#### **Capacity vs. Impairment**

Agnes Chan-Yam, Resolutions

#### **Techniques to win over the Medical Panel**

Dr Amanda Silcock, Medico Legal Consultants of Australia

#### **Helping the Treating Practitioner Help the Claimant**

Harry Papagoras, InjuryNET

#### **Grasping Your Legal Obligations to Injured Workers**

James Johnson and Sara Ralph, Sparke Helmore

#### **Managing the Worker Who Won't Come Back**

Gayle Doust, Work Solutions Australia

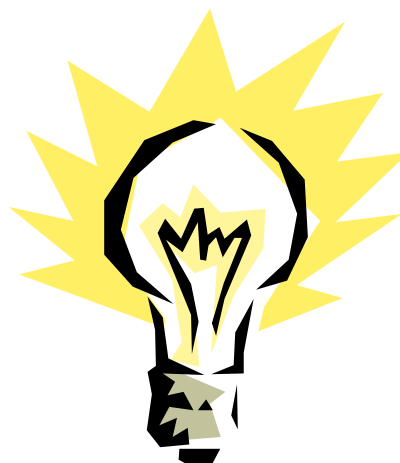
#### **SERIOUS FUN: "THE TOP 10" Return to Work Myths – and the Realities Behind Them**

**Closing Speech** - Peter Harris, SIAV Chair

**Workshop Chair** – Sparke Helmore

#### **Who should attend?**

SIAV Member staff and their contract service providers, Victorian WorkCover Scheme personnel, other interested Victorian or interstate personnel directly involved in WorkCover claims management, administration, injury management or rehabilitation.



[Sign Up Now](#)

**SIAV Members: \$154 (Incl. GST)**  
**Non-Members: \$198(Incl. GST)**  
**Morning tea, light lunch, afternoon tea, closing drinks & nibbles included.**

For further information on this event, Please contact Darren Mickan, Natalie Bottroff, natalie bottroff & associates on 08 8351 2688 or 0400 030 602.

Registrations will be accepted by email [nb@nbassociates.com.au](mailto:nb@nbassociates.com.au) or on-line at <http://www.nbassociates.com.au>

Registrations no later than 5.00pm on Friday, 15 September 2006.

## **1. Creating Effective Injury Management Programs - Anne CHERRY**

This is a comprehensive overview of the six features of effective Injury Management Programs; with emphasis on practical strategies and tools currently in use in organisations covering:

- Six Key Features of an employer-based Injury Management Program
- Time Off – Is it really necessary?
- Practical Strategies for Managing Stress Cases
- 5 Quick RTW Tests

## **2. Reducing the costs of injuries by working out complex cases in advance - Dr Paul PERS**

- Recognising what types of cases get complicated to prevent them from becoming long-tail claims
- What are the problems or issues that arises from complex claims?
- Adopting the right techniques or solutions for each problem

## **3. Capacity vs. Impairment - Agnes CHAN-YAM**

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.

## **4. Techniques to win over the Medical Panel - Dr Amanda SILCOCK**

## **5. Helping the Treating Practitioner Help the Claimant - Harry PAPAGORAS**

This session will focus on active and early involvement with the treating practitioners.

- Discuss effective ways to communicate and involve the treating practitioners with the workplace.
- Guidelines to managing difficult to contact practitioners
- Discuss timeframes and tips for the initial contact and
- Ensure lines of communication with the treating practitioners are available.

## **6. Grasping Your Legal Obligations to Injured Workers - James JOHNSON & Sara RALPH**

- When can an employer safely terminate the employment of an injured worker
- Managing the intersection between workers compensation and employment law claims
- Balancing mitigating costs of claims vs. business needs.

## **7. Managing the Worker Who Won't Come Back - Gail DOUST**

Achieving a successful and sustainable return to work frequently calls for an understanding of psychosocial risk factors. This is especially the case when there is either an explicit reluctance for a worker to return, or there just seems to be “one thing after another” that present as barriers to return.

## **8. SERIOUS FUN: “THE TOP 10” Return to Work Myths – and the Realities Behind Them - Anne CHERRY**

Exposing return to work myths is the first step in reducing the impact of lost time and eventually effecting positive change.

### **Program Content and Cancellation Policy**

This program is correct at the time of advertising this event. However, SIAV reserve the right to change the program at any time.

At the time of registering the cancellation policy will be made available to paying delegates upon confirmation of the registration

## Guest speakers:

### Anne CHERRY - Compensation Management Consultant

As a Workers Compensation Management Consultant, Anne provides strategic input for employers, insurers, brokers and regulators in areas such as Injury Management, Treatment Network Management, Claims Management and Rehabilitation Provider Management. Her speciality is collection of research and application of strategies. She has published a number of business-oriented articles in both national and international workers compensation circles.

In the last 20 years, Anne has had the opportunity to work in many facets of the workers compensation industry, including:

- Independent consultancy in the workers compensation management field in Australia, the US and Canada.
- A Practitioner Network – InjuryNET
- Rehabilitation Provider organisations – both in Australia (RCM) and the US (Intracorp).
- A large Australian Workers Compensation Insurer – GIO.
- The largest Australian State Government self-insurance group – NSW Treasury Managed Fund.

Anne is currently the Injury Management Representative on the NSW Workers Compensation and Occupational Health & Safety Advisory Council. She is also an Arbitrator with the NSW Workers Compensation Commission. Additionally, Anne is a Director of InjuryNET Australia, a national practitioner network for treatment of work-related injuries.

### James JOHNSON, Partner, Sparke Helmore

James has 12 years' experience in personal injury litigation and specialises in industrial accident litigation with an emphasis on managing State and Federal workers compensation matters. In addition to being head of our Compensation team in Victoria, he also works closely with our Workplace Relations, Safety and Environment lawyers.

He has had extensive experience in running major litigation proceedings including the management of litigation teams. James presently provides legal advice in Victoria to self insurers including Goodman Fielder, BlueScope Steel, BHP Billiton, Brambles, Inghams, Onesteel, Ford, the ANZ, Coles Myer, the National Australia Bank and Qantas.

He also provides independent strategic advice to employers who are presently not self-insured and to a range of employers licensed under the Federal Compensation scheme.

He graduated with a Bachelor of Arts Law in 1992. James lives in Melbourne and is admitted to practice in Victoria, Tasmania and New South Wales.

### Sara RALPH, Lawyer, Sparke Helmore

Sarah is a Senior Associate in Sparke Helmore's Workplace Relations Safety and Environment Group.

Sarah's specific experience includes assisting with the provision of expert advice, advocacy and training in the following areas:

- Termination of employment matters, including unfair Dismissals, unlawful termination and redundancies
- Discrimination and bullying
- Employment contracts, agreements and awards
- Industrial disputes
- Corporate policies and procedures
- Injured worker employment management.

Sarah appears before the Australian Industrial Relations Commission in industrial disputes and termination of employment matters.

## Registration:

Registrations will be accepted by email [nb@nbassociates.com.au](mailto:nb@nbassociates.com.au) or on-line at

<http://www.nbassociates.com.au> or

By Fax: fax 08-8351 2988

By mail at:

SELF INSURERS ASSOCIATION OF VICTORIA Inc.

c/- Natalie bottroff & associates

PO Box 544,

Goodwood. SA. 5034

**SIAM Members: \$154 (Incl. GST)**

**Non-Members: \$198(Incl. GST)**

**Morning tea, light lunch, afternoon tea, closing drinks & nibbles included.**

Registrations no later than 5.00pm on Friday, 15 September 2006.

Seating is strictly limited and bookings will be taken on a "first come first served" basis.

Please note that the registration fee applies to one delegate registering. It is not possible to share one registration fee between several people. Victorian Self Insurers reserve the right to make changes to this program and speakers, in the event of any unforeseen circumstances which may arise.

The registration fee includes morning and afternoon teas, light lunch, closing drinks & nibbles, conference folders with copies of the presentations.

Seating is strictly limited and bookings will be taken on a "first come first served" basis.

## Cancellation:

Should you be unable to attend, a substitute delegate is always welcome at no extra charge. Alternatively a full refund will be made for cancellations received in writing (letter, fax or email) up to 7 business days before the Event. For any event cancelled by Victorian Self Insurers Association, registration fee is fully refundable.

## REGISTRATION FORM

**Name:** .....

**Organisation:** .....

**Address:** .....

.....

**Phone:** ..... **Email:** .....

Questions or comments? Email us at [nb@nbassociates.com.au](mailto:nb@nbassociates.com.au) or call 0400 030 602

**Mobility or dietary requirements**

**Yes**

**No**

**If yes, please specify:**

**Send to: SELF INSURERS ASSOCIATION OF VICTORIA Inc.**

c/- natalie bottroff & associates  
PO Box 544  
Goodwood. SA. 5034

on-line at <http://www.nbassociates.com.au> or

By Fax: fax 08-8351 2988

### Harry PAPAGORAS, physiotherapist, InjuryNET

Harry Papagoras is a physiotherapist who consults in a variety of settings which allow him to see injury management from the perspective of the clinician, the third party payer and the employer. These includes roles as a clinician in private practice at Sportscare Physiotherapy in Dingley, as a Clinical Panel member at the Victorian WorkCover Authority and as the Operations Manager at InjuryNET

### Dr Paul PERS, Director, SANO

Paul is a Director of SANO with a background of 25 years in general practice. His special interest is in using communication strategies to improve outcomes in medium to long term claims.

He has been involved in the development of clinical guidelines for occupational stress, chronic pain and back pain. He has developed systematic approaches for case management for a wide variety of stakeholders utilising proprietary web based tools.

### Agnes Chan-Yam, Physiotherapist, Resolutions

Agnes is a physiotherapist with extensive experience in both the public and private sectors. She has worked in a range of roles as a treating practitioner, a rehabilitation consultant and injury adviser to some of Australia's highest profile companies. She has worked for many years with orthopedic injuries and continues to enjoy this specialist area. More recently she has had a particular interest in ergonomics and the biomechanics of injury which has led to her running innovative early intervention programs for sprains and strains -which continue to be among the most common injuries experienced in the workplace. She has run training programs in manual handling, functional education, and office ergonomics. Her breadth of experience in assessing and managing musculo-skeletal disorders and broader OH&S issues has positioned her as a leading consultant in occupational injury management and rehabilitation.

### Dr Amanda SILCOCK, Occupational Physician, Medico-Legal Consultants of Australia

Dr Amanda Silcock graduated from Melbourne University in 1974. She has been a private practitioner in occupational medicine for over twenty years, with experience in both the public and private sectors. She is currently a consultant to a number of diverse industries, where she has developed various occupational health and safety manuals.

Dr Silcock is a trained Permanent Impairment Assessor 4<sup>th</sup> and 5<sup>th</sup> Edition NSW WorkCover, and is a registered 112 Assessor for WorkCover and also resides on their Medical Panel.

Dr Silcock has completed the new Impairment Training for Comcare.

### Gail DOUST, Psychologist, Work Solutions Australia

Gayle Doust is a Senior Consultant at Work Solutions Australia, a national provider of Occupational Rehabilitation and O, H & S services. Gayle started her career as a Drug & Alcohol Counsellor then moved into Occupational Rehabilitation. She has been assisting Employers to achieve outcomes with the cases in the "too hard basket" for over two years, with experience managing psychological injuries and physical injuries with psychosocial barriers.