



# *independence*works

A NETWORK OF OCCUPATIONAL THERAPISTS & CASE MANAGERS



*Occupational*

Health & Rehabilitation Services (OHRs)

[WWW.INDEPENDENCEWORKS.NET](http://WWW.INDEPENDENCEWORKS.NET)

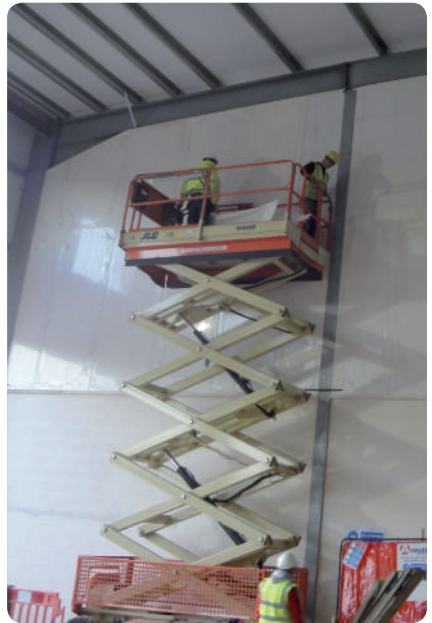
# Who we are and what we do

Independence Works is an established panel of occupational therapists (OTs) with proven skills in occupational health, vocational rehabilitation and case management, working with individuals who experience illness or injury.

With a strong reputation within the insurance, employment and litigation environments for providing high quality and cost effective rehabilitation and return to work services, Independence Works offers a bespoke service using an effective and successful model of practice.

Occupational or vocational/employment rehabilitation is the process of overcoming barriers when accessing, remaining in or returning to work following an injury, illness or impairment. Independence Works applies a proven successful model of practice incorporating assessment, cost effective recommendations, advice on reasonable adjustments and the development of rehabilitation solutions to successfully return an individual to work.

Independence Works has UK wide coverage including Scotland, Wales, Northern Ireland and the Channel Islands.



# Our occupational health rehabilitation services

We offer bespoke services to employers to assist and support them in the management of occupational health issues.

Injured or unwell employees will have individual needs and we work holistically to return them to their optimal health and, where possible, assist them to return to their pre-injury or pre-absence role. We work closely with the employee and their employer to find suitable, reasonable and practical alternatives should a return to their original job not be possible. In turn, we recognise that employers have individual business needs and that alternative solutions need to be cost effective and practical for the company, whilst appropriate for the individual and their level of disability or residual function. As such the employer may require a tailored plan for managing health work issues, sickness or injury absence and our flexible approach, teamed with our extensive experience, allows us to provide a custom built service.

We can also help businesses in reviewing and developing prevention strategies that will provide cost effective solutions in promoting health in the workplace and reduce sickness absence and time off as a result of injury.



## What occupational health rehabilitation services do we provide and what do these involve?

### Worksite assessments

We can visit the workplace and, together with the employee and their line manager, will observe and assess the physical and psychological requirements of the employee's specific job in the work environment. From this the OT can then make recommendations regarding reasonable adjustments/adaptations in the workplace to enhance the employee's safety and independence whilst at work.

### Development and monitoring of return to work programmes

A graded or phased return to work can be a positive way of facilitating a sustainable return into the workplace for an individual. A return to work plan will include a recommended and agreed return to work date following a period of absence and then a schedule of hours and duties. The aim of the plan is for the employee to gradually increase their hours and duties over an agreed period of time in line with medical guidance. The OT can support both employer and employee in monitoring the plan and reviewing it at

each upgrade, whilst liaising with any relevant medical practitioners such as the GP or consultant.

### Job demands analysis

This involves a breakdown of the physical, psychological, cognitive and environmental demands of a specific job role whilst looking at the tasks involved to complete it. This information is then used to facilitate a successful return to work for an individual following injury or illness.

### Transferable skills analysis

We will always work to support an individual back to their own job/occupation following injury or illness, however if this is not possible alternative roles may have to be considered. Transferable skills analysis looks at an individual's qualifications, skills, work experience and career aspirations, alongside their functional ability/restrictions, to identify where their skills would be most suited in relation to an alternative role/job. This can be valuable in supporting both employee and their employer in identifying a suitable alternative role within the business.



## Employee fitness for work assessments

These assessments can be completed in conjunction with a worksite assessment and are an assessment of the individual, their current function, symptoms and pain to establish their status in relation to their return to work. The OT uses their unique skills in assessing individual function against the demands of work and advises accordingly. This can ensure a return to work is safe and within medical guidelines.



## Ergonomic assessments

Ergonomics is a science concerned with the 'fit' between people and their work. It considers the individual first, looking at their abilities and limitations. Ergonomics aims to make sure that tasks, equipment, information and the environment fit each worker. An ergonomic assessment will assess individual function and make suitable and cost effective recommendations for the work environment and/or job tasks to ensure a 'person fit' promoting safety in the workplace.

## Employee functional capacity evaluations

A Functional Capacity Evaluation or FCE is an objective and tailored assessment of an employee's individual functional capabilities in terms of their mobility, fitness and stamina, effort, manual handling, symptoms and pain. A FCE involves observation, clinical reasoning and professional judgement to establish an objective evaluation in relation to an individual's capacity for work or against specific job requirements. It incorporates standardised and non standardised assessment tools.

## Vocational redirection/identifying suitable alternative role

When a return to their original job isn't possible, we can support employees in identifying an alternative job either with the same employer or a new employer. We work with the individual to identify their skills through transferable skills analysis, review of their local labour market and support with job seeking and application.



## Vocational case management services

Vocational rehabilitation can incorporate any number of our occupational health rehabilitation services. An OT is allocated to an employee as their case manager and will facilitate and support their return to work throughout the whole process. The OT/case manager acts as the key link in liaising with both employer and any involved health practitioners. Open communication is essential to facilitate a successful and sustainable return to work.

## Advice and consultancy service for employers

We can also help employers in reviewing and developing prevention strategies that will provide cost effective solutions in managing health work issues, reducing sickness absence or time off as a result of injury, whilst promoting health in the workplace.

## Employee triage and desktop rehabilitation services

Our triage service offers a rapid and cost effective approach to managing a return to work following an accident in the workplace. We work alongside statutory services to provide low cost or no cost solutions.

We also liaise with line managers and occupational health and human resources departments within larger organisations and, where appropriate, work closely with health professionals and physicians involved in the injured or unwell worker's recovery. Open discussion and clear communication are essential components of occupational health rehabilitation ensuring a safe and sustainable return to work.

## Want to make a referral or enquiry?

If you would like to make a referral for our occupational rehabilitation services or simply have an enquiry you would like to discuss with one of our experienced team please contact us.

Telephone:

+44 (0) 333 566 0014

Email:

[admin@independenceworks.net](mailto:admin@independenceworks.net)

# What else do we offer?

We are well established with a unique model of practice and have many years' experience of working with clients in the personal injury arena. Here are some of the other services we offer:

- Case management services
- Telephone triage
- Vocational rehabilitation
- Occupational therapy assessment and intervention
- Medico legal assessments and reports
- Equipment provision
- Assessments and reporting

## What to do if you are pleased with our work...

Please let your occupational therapist/case manager know by phone, email or letter, or inform your solicitor so that we can continue to help other people in the future.

---

## What to do if you are not pleased with our work...

Call 033 566 0014 or email [admin@independenceworks.net](mailto:admin@independenceworks.net) – a copy of our complaints procedure will be sent to you and we will guide you through the process.



Independence Works is a limited company by guarantee run for the benefit of its members on a not-for-profit basis. It has eight directors who act in the role of trustees to ensure that the articles of association and membership terms are adhered to.

For further information please visit our website: [www.independenceworks.net](http://www.independenceworks.net)

© 2014 Independence Works Limited