

SISA Annual General Meeting – Thank you from mlcoa



Presented by
Lisa Horsfall
Client Relationship
Manager

11 October 2019

mlcoa

mlcoa are part of the MedHealth Group

“combination of diverse and complementary strengths, capabilities and resources, spanning medical opinions, rehabilitation & return to work, legal, advisory, and employment services”



“We help organisations improve the health and employment outcomes of a population, while never losing sight of the individual”

SISA and mlcoa – 2019 in retrospect



+ Partnering's with SISA in 2019:

- Dr Chris Alderman, Pharmacologist - *'The Consequences of Opioid Use'*
- *'Understanding & Interpreting Whole Person Impairment Assessments'* training
- Sponsorship of *'Closing the Loop'* conference
- Dr Alison Moffatt, Consultant Psychiatrist - *'The Health Benefits of Good Work.'*

How mlcoa will continue to assist in 2020



+ Ongoing partnership with SISA

- Annual meetings
- Closing the Loop
- Training

+ Vault

- Online resource and booking centre

+ Education

- Breakfast events
- *'The examinee experience'* and *'Making your referral count'*
- In-house training upon request

How mlcoa will continue to assist in 2020



+ Services & solutions

- Independent Medical Examinations
 - International
 - Multi-Speciality Assessments
- Permanent Impairment Assessments, as well as Permanent Impairment Assessment Reviews
- Fitness to Work Assessments
- GPS2 – General Practitioner Specialist Service
- Medication reviews
- Video conference assessments

How mlcoa will continue to assist in 2020



+ Quality assurance framework

+ ISO certification

+ Integrated solutions

- Combined services - such as a biopsychosocial assessment with a medical opinion

+ mlcoa will become available via medEbridge in 2020

- Secure online booking platform that helps thousands of business users connect to over 50,000 Healthcare Providers around Australia

Our commitment to you

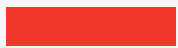


- + Tailored solutions
- + A dedicated team
- + High calibre medical consultants with the clinical expertise
- + Over 30 years experience
- + A mutually beneficial partnership



Thank you

Introducing Dr Alison Moffatt



The Health Benefits of Good Work



Presented by
Dr Alison Moffatt
Consultant
Psychiatrist

11 October

mlcoa

The Health Benefits of Good Work



- + Position statement: *Realising the Health Benefits of Work*
- + Developed by The Australasian Faculty of Occupational and Environmental Medicine (AFOEM) and the Royal Australasian College of Physicians (RACP)
- + Purpose: Bring together wide range of stakeholders who commit to:
 - Promote awareness of the health benefits of work;
 - Offer support and encouragement to those attempting to access these benefits
 - Encourage employers to support workers' occupational health; and
 - Advocate for continuous improvement in public policy in line with the statement.

The key principles of *Realising the health benefits of good work*



- + Work is generally good for health and wellbeing
- + Long term work absence, work disability and unemployment have a negative impact on health and wellbeing
- + Work must be safe so far as is reasonably practical
- + Work is an effective means of reducing poverty and social exclusion
- + The mental health benefits of work are gained from good quality jobs
- + Work can aid recovery and shorten duration of treatment
- + Work is a therapeutic intervention
- + The longer off work, the less chance of ever returning

What defines 'good work'?

“Balancing the interests of individuals, employers and society in order to deliver performance, engagement and fairness.”

Conditions	Nature	Environment	Individual factors
<ul style="list-style-type: none">• FT / PT / casual• Entitlements	<ul style="list-style-type: none">• Engages worker• Opportunities for autonomy• Community engagement• Productivity• Value	<ul style="list-style-type: none">• Safety• Procedural justice• Relational fairness• Work-life balance	<ul style="list-style-type: none">• Strength and fitness• Specific education and skills• Preference for specific tasks• Personality traits

What defines 'good work'?

“Balancing the interests of individuals, employers and society in order to deliver performance, engagement and fairness.”

Conditions	Nature	Environment	Individual factors
<ul style="list-style-type: none">• FT / PT / casual• Entitlements	<ul style="list-style-type: none">• Engages worker• Opportunities for autonomy• Community engagement• Productivity• Value	<ul style="list-style-type: none">• Safety• Procedural justice• Relational fairness• Work-life balance	<ul style="list-style-type: none">• Strength and fitness• Specific education and skills• Preference for specific tasks• Personality traits

What defines 'good work'?

“Balancing the interests of individuals, employers and society in order to deliver performance, engagement and fairness.”

Conditions	Nature	Environment	Individual factors
<ul style="list-style-type: none">• FT / PT / casual• Entitlements	<ul style="list-style-type: none">• Engages worker• Opportunities for autonomy• Community engagement• Productivity• Value	<ul style="list-style-type: none">• Safety• Procedural justice• Relational fairness• Work-life balance	<ul style="list-style-type: none">• Strength and fitness• Specific education and skills• Preference for specific tasks• Personality traits

What defines 'good work'?

“Balancing the interests of individuals, employers and society in order to deliver performance, engagement and fairness.”

Conditions	Nature	Environment	Individual factors
<ul style="list-style-type: none">• FT / PT / casual• Entitlements	<ul style="list-style-type: none">• Engages worker• Opportunities for autonomy• Community engagement• Productivity• Value	<ul style="list-style-type: none">• Safety• Procedural justice• Relational fairness• Work-life balance	<ul style="list-style-type: none">• Strength and fitness• Specific education and skills• Preference for specific tasks• Personality traits

What defines 'good work'?

"Balancing the interests of individuals, employers and society in order to deliver performance, engagement and fairness."

Conditions	Nature	Environment	Individual factors
<ul style="list-style-type: none">• FT / PT / casual• Entitlements	<ul style="list-style-type: none">• Engages worker• Opportunities for autonomy• Community engagement• Productivity• Value	<ul style="list-style-type: none">• Safety• Procedural justice• Relational fairness• Work-life balance	<ul style="list-style-type: none">• Strength and fitness• Specific education and skills• Preference for specific tasks• Personality traits

What defines 'good work'?

“Balancing the interests of individuals, employers and society in order to deliver performance, engagement and fairness.”

Conditions	Nature	Environment	Individual factors
<ul style="list-style-type: none">• FT / PT / casual• Entitlements	<ul style="list-style-type: none">• Engages worker• Opportunities for autonomy• Community engagement• Productivity• Value	<ul style="list-style-type: none">• Safety• Procedural justice• Relational fairness• Work-life balance	<ul style="list-style-type: none">• Strength and fitness• Specific education and skills• Preference for specific tasks• Personality traits

'Bad work'



+ WHO Social Determinants of Health Report (2008)

- Risk factors for poor health: High job demand, low control, effort-reward imbalance
- Temporary workers have shorter life expectancies
- Unstable & insecure employment arrangements → poorer mental health outcomes

+ Butterworth et al (2013)

- The poorest quality of work is comparable to unemployment
- Clear linear relationship between job quality and mental health outcomes

In most cases, working is better for you



- + Improves general health and wellbeing
- + Reduces psychological distress
- + Most common conditions will not be 'cured' by treatment
- + Even when work is uncomfortable or difficult, it usually does not cause lasting damage
- + Staying away from work may have significant mental health effects
- + Even problems frequently attributed to work have been shown to benefit from activity-based rehabilitation and an early return to suitable duties

General benefits of employment



- + Greater sense of autonomy
- + Improved self-reported well-being
- + Enhanced social status
- + Financial security
- + Opportunities for personal development
- + Increased access to resources
- + Working prevents deconditioning
- + Social contact and support mechanisms

Mental health benefits of employment



- + Strong evidence for reduced risk of depression, and improved general mental health
- + Sense of purpose and self-worth
- + Affirmation of ability
- + Daily structure
- + Regular supportive social engagement
 - Reduced depression and anxiety symptoms
 - Lower incidence of suicide
 - Improved recovery from mental health conditions
- + Re-entering the workforce can aid recovery and shorten the duration of treatment

...and the harms of unemployment



- + Physical harm & deconditioning
- + Poorer mental health outcomes
- + Consequences on family and children
 - Poorer physical and mental health
 - Decreased educational opportunities
 - Reduced long term employment prospects

Ways we can assist people to find good work

- + Consider the quality of work, and the level of control by the employee
- + Recommend a graduated increase in activity and setting a timeline
- + Engage the employer in how to modify the workplace and work duties.
- + Collaboratively identify obstacles and solutions
- + Be clear about what health care can and can't achieve
- + Identify possible sources of support, including family members, co-workers and relevant government services
- + Successful RTW practices require good communication and collaboration amongst all stakeholders (employees, employers, GPs, Allied health, unions, insurers).

Resources



Australasian Faculty of Occupational and Environmental Medicine. Australasian Consensus Statement on the Health Benefits of Work. Sydney: NSW: AFOEM; 2015.

The Royal Australasian College of Physicians and the Australasian Faculty of Occupational and Environmental Medicine. What is Good Work? Position Statement; October 2013.

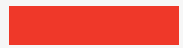
Modini M, Joyce S, Mykletun A, Christensen H, Bryant RA, Mitchell PB, et al. The mental health benefits of employment: results of a systematic meta-review. Australas Psychiatry. 2016;24(4):331-6.

Mazza, D., Brijnath, B., Chakraborty, S.P. and the Guideline Development Group. 2019. Clinical guideline for the diagnosis and management of work-related mental health conditions in general practice. Melbourne: Monash University.



Thank you

Any questions?





ACT
(02) 6270 6270

New South Wales
(02) 8234 1234

Northern Territory
1800 069 699

Queensland
(07) 3839 1999

South Australia
(08) 8212 9119

Tasmania
(03) 6224 2133

Victoria
(03) 9650 2000

Western Australia
(08) 9388 2233

mlcoa.com.au