



SVEN ROEHRS Occupational Therapist
B Occ Thy, M Occ Thy Qual

FOCUS REHABILITATION
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• **FOCUS Rehabilitation Introduction**

Established in 1995 by Sven Roehrs (Occupational Therapist), FOCUS Rehabilitation has maintained status as a high quality, proactive and ethical Occupational Rehabilitation Provider in the South East of Queensland.

Customers working with FOCUS Rehabilitation know that professionally sound, justified and outcome focused assessment and management is essential to minimise their rising workers' compensation premiums and associated workforce expenses. Combining individually tailored assessments, reports and interventions with a focus on injury prevention, FOCUS Rehabilitation regularly achieves outcomes well ahead of the desired standard.

With an identified consultant working in partnership with you, businesses can be assured of consistent and reliable customer service that knows your specific business needs, method of management and understands your staff cohort. From referral to case closure, FOCUS Rehabilitation is able to provide timely, accurate and meaningful intervention and consultation, in both complex case management situations or discrete services.

A referral form can be found on the final page of this document for your convenience, please advise if you would like an electronic copy provided to you by sending an email to office@focusrehab.com.au Examples of previous assessments/reports and Curriculum Vitas of current staff members are available upon request.

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• FOCUS Principles

- Consistent Service
- Integrity
- High Quality
- Respectful
- Personalised
- Contemporary
- Results Geared
- Highly Regarded
- Responsive
- Solution Driven
- Encourage Quality of Life

• Our Mission

To enjoy with integrity, the provision of excellent and innovative products and services that contribute to individual and corporate performance, achieving improved individual function, performance, increased well being and goal fulfilment.

• Principal

Sven Roehrs

• Regular Service Locations

Brisbane
Logan
Gold Coast
Sunshine Coast
Toowoomba/Warwick

Travel to locations outside of the regular service locations is able to be undertaken on request.



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Services For Anyone

Soft Tissue (Musculoskeletal) Assessment and Treatment (FOCUS is a Private Health Fund Preferred Provider), Ergonomic Assessment (Home and Office), Disability Home Assessment/Home Modification Advice, Back Care Programs, Pain Management Counselling, Personal Counselling

Employment Market Services

Specialist Services for Job Network Providers and Vocational Rehabilitation Providers - Functional Capacity Evaluation, Functional Job Match, Initial Rehabilitation Needs Assessment, Work Conditioning, Pre-Employment Screenings.

Employer Services

Workplace Injury Prevention, Workplace Injury Management (Statutory and Non-Statutory Cases), Training and Education, Consultancy Services, Pre-Employment Screenings, Smart Return Programs

Employee services

Soft Tissue (Musculoskeletal) Assessment and Treatment , Ergonomic and Workstation Assessments, Ergonomic Education, Training Programs, Back Care Programs, Work Conditioning Program, EAP/Counselling Services

Insurer Services

Direct Injury Management and Medical Case Management, Total Permanent Disability Assessments, Section 40 and 104 Week assessments, Life/Risk Insurance Services, Activity of Daily Living and Home Assessments, Assistive and Medical Equipment Prescription, Home Modification Advice, Acquired Brain Injury Management, Discrete Services, Labour Market Research

Medicolegal Services

Personal Injury Services - Plaintiff and Defendant, Risk and OHS Consultancy, Functional Capacity Evaluation and Job Matching, Vocational Assessment and Labour Market Research, Work Capacity Assessments

Services to the Rehabilitation Industry

Functional Capacity Evaluation Training, Soft Tissue Treatment Training, Rehabilitation Coordinator Extension Training, Component Case Management



• FOCUS Rehabilitation - Detailed List of Services

i. Workplace Injury Prevention

- **Pre-Employment Screening (Complete service including coordination of Pre-Employment Medical Assessment if required).** A small functional capacity evaluation completed prior to the commencement of a new employee to ensure a physical match to the physical and functional work demands of the proposed role.
- **Activity/Task Analysis and Risk Assessments.** Assessments generally review the specific physical, psychological, environmental and human factors applicable to each job or work situation within your business. Risk assessments review the demands of a task that can contribute to or aggravate musculoskeletal disorders, make comment on the potential likelihood for injury or aggravation and present specific and achievable solutions to reduce any possible impact.
- **Workplace Ergonomics and Human Factors Assessments.** An ergonomic assessment involves the evaluation of a workstation and the physical environment, and its interaction with the employee. While most ergonomic assessments are completed in clerical or sedentary type positions, assessments can also be completed on employees within a factory, process work, machinery/vehicle driver or mechanical type position
- **Manual Handling Reviews.** Similar to a Risk Assessment, Manual Handling reviews look at the impact of load handling, forceful exertions, repetition and duration, nature of loads, individual factors and work area design on the body, and make comment on the potential likelihood for injury or aggravation and present specific and achievable solutions to reduce any possible impact.
- **FOCUS Necks and Backs (Care Programs) (Physical viewpoint or Cognitive Behavioural viewpoint).** Care programs are short programs which promote healthy self-management of muscular stress and strain, reduce the risk of overuse conditions, encourages mental and thought process change and encourage the worker to complete appropriate positional alterations and exercises/stretching. A multi-disciplinary approach, which may include Exercise Physiology, Occupational Therapy and Psychology practitioners.
- **Employee Wellness Programs/Work Fitness.** Similar to FOCUS Necks and Backs, Work fitness programs promote healthy employees by reviewing work fitness, cardiovascular health, muscle length and muscle imbalances and diet factors. Programs generally run from 4 to 12 weeks, and can often take place in a gymnasium environment close to the individuals work location or home. Provision of home stretching and exercise programs are included.
- **EAP Counselling and Stress Management Programs.** Employee Assistance Program (EAP) Counselling is an initiative on behalf of employers to provide their staff with confidential counselling and support for work and personal issues. EAP counselling service provides a confidential means to improve life skills or obtain help before a concern becomes a crisis, which may result in lost productivity or time off work.
- **FOCUS Onsite (See page 12).** FOCUS Onsite allows for the bulk purchase of Occupational Health and Safety consultancy, from 5 hours upwards. Converge all required OH&S issues into one sitting, including assessment, plan developments and treatments, and acquire significant discount on consultancy rates.

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• **FOCUS Rehabilitation - Detailed List of Services**

ii. Workplace Injury Management

- Initial Rehabilitation Needs Assessments
- Smart Return Programs (See page 8)
- Early Intervention Programs (Pre-claim Management)
- Worksite Evaluations for purpose of Suitable Duties Program development
- Functional Capacity Evaluations (Either Standardised and Non-standardised)
- Functional Job Match
- Complex Case Management and Medical Management
- Physical Screenings (Brief FCE)
- Stress and Psychological Assessment and Counselling
- Vocational Assessment
- Vocational Redeployment and Transferable Skills Analysis, Employability assessments
- Disability Adjustment Counselling
- Home Modifications Assessments for Serious/Long term Injuries
- Job Matching and Host Employment Programs

iii. Consultancy Services

- ADL/Home Assessments, including equipment prescription and advice on home modifications
- Section 40 and 104 Week assessments (NSW/VIC)
- Personal Injury/Plaintiff Medicolegal Consultancy
- Defendant Medicolegal Consultancy
- Duties Manuals and Suitable Duties Registers
- Standard Operation Manuals
- Job Hazard Analysis
- Physical and Psychological Demands Analysis
- Strategic advice on OHS and Employee Safety

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• FOCUS Rehabilitation - Detailed List of Services

iv. Clinical Assessments and Non-Compensation Services

- Functional Capacity Evaluations (Primarily non-standardised, Standardised Physical Work Performance Evaluation available on request)
- Range of Motion and Manual Muscle Testing
- Soft Tissue Treatment
- Smart Return Programs (See page 8)

v. Soft Tissue Treatment and Musculoskeletal Assessments

- Soft Tissue treatment is a category of bodywork that aims to alleviate aches, pains and/or injuries that are attributable to the soft tissues of the body. Assessment and treatment includes a medical and lifestyle profile of the client, a postural and/or functional assessment, Myofascial trigger point treatment, Proprioceptive/Kinesio Taping and stretches and exercises, as well as lifestyle recommendations.
- Therapists providing Soft Tissue treatment are healthcare professionals who have extensive training in anatomy, physiology, pathology, biomechanics and functional anatomy.
- Based on the nature of an individual's work or daily activities, therapists can treat specific areas and assist with change, and train individuals in self-treatment.
- Able to be completed within the workplace as part of FOCUS Onsite (See page 12)

vi. Training and Education

- Introduction to Soft Tissue Treatment for Occupational Therapists (OT Australia Course).
- Rehabilitation Coordinator Extension training -Understanding the role. Includes basic medical and anatomy training, common workplace injuries and their treatment, recovery timeframes and functional restrictions associated with common injuries.
- Functional Capacity Evaluation Training for Occupational Therapists (OT Australia Course)
- Manual Handling Techniques Training
- Employee Well-Being and Wellness Training

vii. Employment Market Services (See page 11)

- This assessment includes a brief Functional Capacity Evaluation, combined with a standard report which indicates a candidate's functional and safe work restrictions, identifies the likely impact of any disability or past injury on their ability to commence employment, identifies any suitable or viable treatment options (if present), and identifies viable work options based on transferable skills, past employment history and current physical tolerances.

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Comprehensive details on each service listed above are available on request, including standard costs.

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• Specific Services - Smart Return Program

Many Employers and Insurers have dynamic, skilled and experienced Rehabilitation Coordinators, Safety Managers or Claims Managers who are generally able to independently manage rehabilitation and Return to Work Programs. Choosing **FOCUS Rehabilitation's Smart Return Program** allows you to secure professional assessment and input in the initial stages of a return to work, then allow your staff members to regain control and manage the remainder of the case via internal case management procedure. Benefits of such a program include high-quality and qualified advice, without incurring significant ongoing monitoring costs.

Programs have set fees, however if the consultant identifies additional barriers or factors which may impact on the successful outcome of the Return to Work program, additional service provision will be discussed. FOCUS Rehabilitation's Smart Return Program's are available to Insurance companies, Self-Insurers or Employers on a Non-Statutory basis.

Programs include:

i. Fundamental Smart Return Program

Generally used for a physical injury, this program includes an Initial and Worksite Assessment and associated report, treating practitioner liaison with General Practitioner, specialist medical practitioner or relevant treating provider (inc. Physiotherapist, Soft Tissue Therapist or Psychologist), development of a Suitable Duties Program, travel to deliver services onsite and liaison with supervisor to ensure accuracy of Suitable Duties Program. The cost of the Fundamental program is \$670.00 (4.5 hours), including GST.

ii. Complex Smart Return Program

Used for a more complex physical injury or multiple injuries, such as motor vehicle accidents or acquired brain injury/neurological injury, or for individuals with identified psychological conditions including depression and adjustment disorder. This program includes 2 assessments (Including as required: Initial Assessment, Functional Capacity Evaluation, Worksite Assessment, Psychological factors assessment or Vocational Assessment/Labor Market Research), associated reports and development of a Case management program or Graduated Return to Work program. The cost of the Complex program is \$1630.00 (11 Hours), including GST.

It is recommended that more complex cases will require a review assessment or some degree of follow-up to ensure accuracy/upgrading of Graduated Return to Work Programs. The cost of follow up is not included in the figure stated above, however can be discussed with you at the time of initial plan development.

iii. Vocational Redeployment Smart Return Program

Used where a "New Employer" return to work goal is established, as the worker is unable to return to their pre-injury role or a similar role with their employer. This program includes a comprehensive Vocational Assessment and associated report identifying at least 2 viable vocational options, Labor Market Research, Job Seeking Skills training and resume/cover letter development, and a short period of supported job seeking. Additional training may be identified, and if supported these costs will be additional to the program. The cost of the Vocational Redeployment program is \$1780.00 (12 Hours), including GST.

In the unfortunate event where it is identified that the worker has very limited work capacity or no vocational goals can be established, the consultant will strive to identify suitable options or strategies to improve the work capacity. Our goal is to provide you with a mutually agreeable outcome and specific action plan.

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• Specific Services - Pre-Employment Screening

A pre-employment screening is an occupation specific functional assessment, generally completed prior to a potential candidate commencing in a specific role within your company, or when considering a current staff member for a new role. Often combined with a pre-employment medical assessment, the pre-employment screening is a valuable tool to be utilised when you may have concerns about an individual's physical and psychological capacity to complete specific tasks, which may place your current clients, employees or workers at risk. The FOCUS Rehabilitation pre-employment screening aims to be consistent with State and Federal equal opportunity and antidiscrimination legislation, however this is primarily the responsibility of the individual company to manage the information appropriately.

FOCUS Rehabilitation's pre-employment screening is tailored to your specific needs, is a non-standardised assessment to ensure valid, specific and useable results, and can include components such as:

- Medical history & work injury history
- Musculoskeletal assessment
- Basic cardiovascular health assessment
- Assessment of lifting technique, safe manual handling and safe work practice techniques
- Assessment of pre-existing musculoskeletal problems
- Assessment specifically related to the reasonable requirements of the job

Depending on the level of assessment required, reports may include:

- Comment on all assessed areas
- Comment on possible impact or aggravation of pre-existing injury or condition within the new role, however can not predict future deterioration.
- Report on physical job match through comparison of pre-provided job demand register or duties statement.
- Comment of capacity to complete role
- Comment of treatment to increase capacity, or reasonable modifications to allow safe completion of role

Depending on the nature and number of pre-employment screenings required, FOCUS Rehabilitation is able to complete an onsite, comprehensive assessment of the job role if you do not currently have this completed, to ensure ability to comment on a physical job match. A Psychological assessment may be completed if warranted. FOCUS Rehabilitation has the ability to manage the entire pre-employment screening process, including Pre-employment medical assessment if required.

Options:

i. Fundamental Pre-Employment Screening

This assessment includes a brief physical and functional assessment, and makes comment on a physical job match, including reasonable modifications if necessary. A response will be faxed to you within 12-hours of the assessment. The cost of the Fundamental Pre-Employment Screening is \$130 per candidate, including GST.

ii. Comprehensive Pre-Employment Screening

This assessment includes the all assessment areas listed above, and provides a quality and valuable report. The assessor will contact you via telephone shortly following the assessment to discuss the results, and a report will be forwarded within 1 working day. The cost of the Comprehensive Pre-Employment Screening is \$230 per candidate, including GST.

iii. Extensive Pre-Employment Screening

For cases where the candidate has identified physical restrictions or disability, or has identified psychological issues. This assessment comments on all aspects which may impact on an individual's ability to complete the identified role fully, and provides specifications on modifications required, or treatment suggestions to improve functional capacity. The cost of the Extensive Pre-Employment Screening is \$385 per candidate, including GST.

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• **Specific Services - Soft Tissue Management**

- Soft Tissue treatment is a category of bodywork that aims to alleviate aches, pains and/or injuries that are attributable to the soft tissues of the body. Assessment and treatment includes a medical and lifestyle profile of the client, a postural and/or functional assessment, Myofascial trigger point treatment and stretches and exercises, as well as lifestyle recommendations.
- Therapists providing Soft Tissue treatment are healthcare professionals who have extensive training in anatomy, physiology, pathology, biomechanics and functional anatomy.
- Based on the nature of an individuals work or daily activities, therapists can treat specific areas and assist with change, and train individuals in self-treatment.
- Able to be completed within the workplace as part of FOCUS Onsite (See page 12)

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• Specific Services and Assessments - Employment Market

i. Employability Functional Capacity Evaluation

In order to secure outcome and incentive payments, Job Network providers and Vocational Rehabilitation providers under the Commonwealth Welfare to Work system are required to place candidates in suitable employment, and ensure that the candidate maintains this employment for a specified time.

Through the Job Capacity Assessment process, not all Centrelink customers with physical disabilities or injuries are eligible for referral to suitable specialist providers, or even when a referral is made to such a specialist provider, the customer's functional tolerances and restrictions often remain unclear.

FOCUS Rehabilitation has developed the Employability Functional Capacity Evaluation, which is able to be requested by Job Network Providers and Vocational Rehabilitation Providers to assist with the job seeking process. This assessment includes a brief Functional Capacity Evaluation, combined with a standard report which indicates a candidate's functional and safe work restrictions, identifies the likely impact of any disability or past injury on their ability to commence employment, identifies any suitable or viable treatment options (if present), and identifies viable work options based on transferable skills, past employment history and current physical tolerances.

Generally most assessments proceed with the approval of the candidate only, however liaison with the candidates General Practitioner may be required, and is included in the documented assessment cost.

This assessment includes referral, set up and completion of the assessment at the your office location or within our own assessment facility, and report provision. Services are generally able to be delivered and finalised within 5 working days from the date of referral, based on suitable availability of the candidate. The cost of the Employability Functional Capacity Evaluation is \$385.00, including GST. This assessment is generally approved in-house as a "*specialist service or assessment*".

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• Specific Services and Assessments - FOCUS Onsite

A multifaceted and comprehensive approach to delivery of Occupational Therapy services. Do you require onsite assistance within several Occupational Therapy or Occupational Health and Safety issues. FOCUS Onsite allows for the bulk purchase of Occupational Health and Safety consultancy, from 5 hours upwards. Combine manual handling training with a risk analysis of your staff positions, or completion of a suitable duties register. Set up a fortnightly Soft Tissue treatment and stretching program for staff members with musculoskeletal symptoms, and match this with ergonomic assessment to ensure complete and thorough management. Converge all required OH&S issues into one sitting, including assessment, plan developments and treatments, and acquire significant discount on our usual consultancy rate.

For requests from 5 hours to 10 hours, a discounted rate of \$120 per hour is available. For services above 10 hours, or regular services, a discounted rate of \$100 per hour is available, a saving of up to \$40 per hour.

With these heavily discounted costs, allowance can be made for all staff members to be exposed to beneficial Occupational Therapy services.

Services include:

The comprehensive range of FOCUS Rehabilitation's standard Occupational Rehabilitation and Injury Prevention services, including:

- Soft Tissue Treatment
- Manual Handling Assessment and Training
- Ergonomics Assessment and Training
- OH&S Question time
- Risk Analysis
- Suitable Duties Registers and Demands Analysis
- Stretching and Exercise Programs
- Support to your Risk and Safety Team - Round tables

Benefits:

- Increased staff morale and satisfaction through demonstrated care and concern for staff well being
- Proven decrease in workplace lost time, medical expenses, and common law exposure
- Occupational Therapists are highly qualified in work rehabilitation and OH&S (demonstrating a holistic approach to rehabilitation, presenting a different perspective and approach to problem solving)
- FOCUS Onsite is familiar with the company & partners with employees in the rehabilitation process to aid in their return to work.
- Thorough and comprehensive approach to safety
- Highly accessible service for rehabilitation coordinators & employees, enhances communication between all parties involved in rehabilitation.
- Discounted rate for packaged hours.
- Occupational therapy service is delivered to companies in their workplaces, this enables thorough evaluations of worksites to be conducted and is a convenient method of assessing the rehabilitation progress of injured workers.

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• Specific Services and Assessments - FOCUS Training

Courses include:

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- Rehabilitation Coordinator Extension training -Understanding the role. Includes basic medical and anatomy training, common workplace injuries and their treatment, recovery timeframes and functional restrictions associated with common injuries
- Functional Capacity Evaluation Training for Occupational Therapists (OT Australia Course)
- Manual Handling Techniques Training
- Ergonomics and Human Factors Education
- Employee Well-Being and Wellness Training

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