



# Challenging perceptions

## Taking rehab outside the comfort zone

### ASORC National Conference 2011



Australian  
Society of  
Rehabilitation  
Counsellors

18–20 May 2011 | The Menzies Sydney Hotel, Sydney | [www.asorc.consec.com.au](http://www.asorc.consec.com.au)

## ASORC CONFERENCE PROGRAM

### Pre-Conference Workshop – Wednesday 18 May

2.30pm–4.30pm

#### PRE-CONFERENCE WORKSHOP

Brisbane / Adelaide  
Suites

#### WORKSHOP: Positive Intelligence (How to Use Your Brain Better!)



Shawn Price

Shawn Price is an authentic, inspiring speaker who is able to relate at all levels to audiences. Through stories, anecdotes, Shawn delivers a powerful and passionate message in a lighthearted way. Shawn Price is a Psychologist and has a Bachelor of Education, Grad.Dip.Psychology and a Post Grad.Dip.Psychology. Shawn is also a professional member of the Career Development Association, Charter Member of IPPA (Int. Positive Psychology Association) and a member of NSAA. Fully certified and advanced assessor and trainer in Emotional Intelligence MSCEIT and the Birkman Method.

#### How to apply EI into any workplace task

Shawn Price is able to clearly articulate the latest evidence in emotional intelligence and brain plasticity and dispels the myth that our brain shrinks as we get older. Also how the media and TV should come with a health warning. This session will inspire staff to;

- manage themselves for performance,
- engage in better working relationships with others
- challenge limits that previously held them back.

The workshop is designed to educate staff to have resilience against depression and ill health that can cost organisations millions in lost productivity, through practical strategies. Provide staff with awareness over how their emotional intelligence is linked to their performance. How their ability to enjoy their life and job is governed by their mood. How the subtleties of interpersonal communication impact their colleagues organisational commitment. Introduce your workforce to the concepts of emotional intelligence and positive psychology. Improving emotional intelligence of your workforce delivers benefits such as improved productivity, less stress and sick leave, reduced conflict, increased retainment and overall well being improvement.

This workshop educates and inspires staff to embrace the need to improve their own emotional intelligence. There is much mis-information on Emotional Intelligence, this session delivers compelling science based evidence in a simple and easy to understand way. This is a great way to introduce the concept before embarking on large-scale investment in a learning and development programs.

*There has been questions over is emotional intelligence actually an intelligence like IQ. The Mayer Salovey (1990) definition is the ability to think and reason with emotion. In other words you cannot think and reason without emotion. In fact emotion effects how well you think and reason. This is why Mayer and Salovey first coined the phrase Emotional Intelligence as an intelligence.*

6.30pm–8.30pm

#### WELCOME COCKTAIL RECEPTION

Canberra Suite

#### Welcome Reception in the Magnificent Canberra Suite





## Day 1 – Thursday 19 May

7.00am–9.00am Registration

9.00am–9.15am **Introduction / opening of Conference**

**Opening Address**

**PLENARY SESSION**

*Sydney Room*



Conference Chair: Gerry Gannon, Radio and TV Personality

Our MC has worked with live audiences for over 25 years, and he has a terrific ability to involve an audience in conference proceedings. A quick wit – a legacy of his Irish background—ensures conferences are enjoyable as well as meaningful. With a background as a radio current affairs broadcaster, Gerry Gannon is also a terrific panel session facilitator.

9.15am–10.30am

**Keynote Presentation**

**PLENARY SESSION**

*Sydney Room*



**KEYNOTE SPEAKER: Like water off a duck's back – how to keep your cool even with angry or irritating people**

Rachel Green, motivational speaker, award-winning communication and networking specialist, Emotional Intelligence expert, job interview coach and author

**ABSTRACT:** Don't be hurt by what people say! Ditch defensiveness, irritation and anger. Don't react, just act. And shake it off! Be calm, no matter what and leave the best impression of you and your organisation. You'll want people to complain and insult you after this speech so you can practise! Ever seen an audience ducking insults? Now is your chance. And laughter – well, that's guaranteed. Warning! This high action and life-changing presentation is good for your health and only for delegates working with people (especially with negative, angry or 'difficult' clients, customers or staff).helping in lowering staff stress levels, reducing complaints and increasing staff retention.

10.30am–11.00am Morning tea and exhibition



## Day 1 – Thursday 19 May

11.00am–11.50am

CONCURRENT A

### Shadow Ministerial Address

Sydney Room

#### PRESENTATION: Shadow Ministerial Address



Shadow Minister for Employment Participation; Shadow Minister for Childcare and Early Childhood Learning; Federal member for Farrar, the Hon Sussan Ley, MP

Initially elected to Parliament in 2001, Shadow Minister Ley was offered the added responsibility of Parliamentary Secretary for Children and Youth Affairs in 2004 then Agriculture, Fisheries & Forestry in 2006. Shadow portfolios for Housing and Women followed in 2007, as well as Justice and Customs & Assistant Treasurer (2008–2009). She was allocated Shadow Ministerial roles in Childcare, Early Childhood Learning & Employment Participation from late 2010.

ABSTRACT: The Shadow Minister will discuss the Opposition's forward looking position on Employment Participation and this may include the progress and direction of FCA, and any future work unfolding. Job Network! Disabilities Support Pension Services! The future of Commonwealth funded vocational rehabilitation! Facilitated opportunity to ask questions.

11.00am–11.50am

CONCURRENT B

### Skills Development

Hobart Room

#### PRESENTATION: How do you know you are delivering quality services?



Lynda Vickery, Director, Australian College of Management Studies

ABSTRACT: Excellence in customer service is the hallmark of success in service industries that require reliable service. But what exactly is excellent service? It is the ability to deliver what you promise? First you must determine what you can promise. By balancing a customer's perceptions of the value of a particular service with the customer's need for that service you gain insight into expectations. Lynda will cover the five attributes of quality service- reliability, empathy, assurance, responsiveness, and tangibles.

11.00am–11.50am

CONCURRENT C

### Return to Work Strategies

Launceston Room

#### PRESENTATION: Large employer engagement – the challenges we face



Rob Gordon, CEO Workfocus Australia

ABSTRACT: An explanation of the National Disability Recruitment Coordinator (NDRC) service which aims to increase the number of job vacancies for people with disability. The Service aims to create at least 1000 new job opportunities yearly for people who participate in Disability Employment Services. NSRC works with large employers, the employer commits to increasing their recruitment of people with disability. Once employers make a commitment, the service helps the employer to implement practices as well as training staff in working with people with disability.

11.00am–11.50am

CONCURRENT D

### Skills Development

Canberra Suite

#### FREE PAPERS

##### Substantive and methodological review of couple and family therapy with five physical rehabilitation populations

Robert Allan, Nova Scotia, Canada

##### The trials and tribulations of running your own company

Isobel Kemp, Victoria

##### Secrets to health & happiness in rehabilitation consultants

Aaron Chong, South Australia

11.50am–12.00pm

Mini exercise break – please make your way immediately to your next session



## Day 1 – Thursday 19 May

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12.00pm–12.45pm

**CONCURRENT A**

**Legislative Frameworks**

*Sydney Room*

### **FACILITATED DISCUSSION: HWCA representative update including the integration progress of the biopsychosocial injury management model into legislative frameworks**



Mary Hawkins, A/General Manager, Worker's Compensation Division NSW WorkCover

Panel members may include other representatives from: Comcare, WorkSafe Victoria, WorkCover South Australia, WorkCover Western Australia, WorkCover Tasmania, Northern Territory Workers Compensation, and ACT Workers Compensation.

Your chance to ask questions of the legislators!

12.00pm–12.45pm

**CONCURRENT B**

**Injury Prevention Strategies**

*Hobart Room*

### **PRESENTATION: Fatigue management of workers**



Mr Brendan Tozzi, founder and director of AlertForce

AlertForce a company specialising in fatigue management training for Australian industry. Brendan is currently undertaking a post-graduate Masters of Business and Technology (MBT) degree at the University of NSW.

**ABSTRACT:** Fatigue effects different workers in different ways. In this short 50 minute talk we will talk about the causes fatigue, what strategies you can use to manage fatigue as well as what are some of the best practices companies can implement to minimise fatigue in the workplace.

12.00pm–12.45pm

**CONCURRENT C**

**Return to Work Strategies**

*Launceston Room*

### **PRESENTATION: Improving our work culture**



John McDonald, Director, ProActive ReSolutions

**ABSTRACT:** This presentation discusses ways to ensure staff are prepared to take responsibility for creating and maintaining a respectful and co-operative workplace free of bullying, harassment and discrimination. We show how to reduce time wasted on responding to conflict at work and because we deal directly with human interaction and behaviour. Paying attention to just a few employment concepts can make the difference between providing employees with a fun and satisfying work experience and dooming them to oppressive and dreaded toil.

12.00pm–12.45pm

**CONCURRENT D**

**Skill Development**

*Canberra Suite*

### **WORKSHOP: Gold medal or wooden spoon – how well are we supervising our counsellors?**

Bridget Hallam

For practitioners, this workshop will challenge you to continue your journey towards being the best supervisor and therapist you can be. For managers, it will stir you to actively and continuously improve the supervision available to support your team. As our profession strives to advance our standing within the wider health community, how can we provide the highest quality supervision for our counsellors? This workshop will provide you with the opportunity for internal reflection and to formulate specific actions to take ownership of your profession and your professionalism.

12.45pm–1.50pm

Lunch and exhibition – Carrington Room/Dining Room

## Day 1 – Thursday 19 May

<p>1.50pm–2.30pm <b>CONCURRENT A</b> <b>Injury Prevention</b> <i>Sydney Room</i></p>	<p><b>PRESENTATION: Positive psychology – the primacy of positivity</b>  Professor Timothy Sharp, Psychologist</p> <p>ABSTRACT: “Don’t wait until you achieve your goals but rather, use the principles of positive psychology to get happy first!” Happiness at work has been proven to be associated with higher levels of staff satisfaction, productivity and team work, better retention rates and lower turnover. So how do we make this happen? Attend Professor Sharp’s presentation to find out. An internationally renowned leader in the field of Positive Psychology Prof. Sharp is a sought after Consultant and Executive Coach, Facilitator and Speaker. Dr Sharp has three degrees in psychology and an impressive record as an academic, clinician and coach.</p>
<p>1.50pm–2.30pm <b>CONCURRENT B</b> <b>Legislative Frameworks</b> <i>Hobart Room</i></p>	<p><b>PRESENTATION: Vocational programs and return to work matters</b>  Catherine Day, Manager Workplace Rehabilitation, WorkCover NSW</p> <p>ABSTRACT: Catherine will present the findings from a literature review of effective return to work strategies. She will also discuss the proposed changes to WorkCover NSW’s vocational programs which are designed to engage employers and assist injured workers return to work. The Motor Accidents Authority (Now part of NSW WorkCover) is a statutory corporation that regulates the NSW Motor Accidents Scheme.</p>
<p>1.50pm–2.30pm <b>CONCURRENT C</b> <b>Return to Work Strategies</b> <i>Launceston Room</i></p>	<p><b>CASE STUDY: Medical application of the biopsychosocial model</b>  Dr Ian Low, Occupational Physician</p> <p>ABSTRACT: The traditional paradigm that long term claimants with musculoskeletal symptoms have typically sustained a physical injury complicated by a disturbance in their psychosocial functioning consequent upon the physical injury needs to be discarded. Instead a diagnostic tool which can provide a proper understanding of the aetiology of (potentially) long term musculoskeletal symptoms needs to be used. A practical screening tool also needs to be applied from when the symptoms are initially identified/ reported to decrease the likelihood of a claimant being “taken down” an inappropriate injury management pathway. Dr Low will discuss both the practical screening tool to identify potentially long term claimants and the diagnostic tool to understand the aetiology of the musculoskeletal symptoms incorporated in Pathways Injury Management™.</p>
<p>1.50pm–2.30pm <b>CONCURRENT D</b> <b>Skill Development</b> <i>Canberra Suite</i></p>	<p><b>WORKSHOP: Stress and anger management</b> Wendi Sheldon, Psychologist and Counsellor,  ENOUGH IS ENOUGH Art &amp; Science Movement Inc.</p> <p>This workshop will allow participants to learn skills relating to difficult circumstances at work, confrontational customers, financial pressures, challenging behaviours/personalities can all lead to stress and anger issues. This workshop will provide attendees new skills in the management of stress and anger. Learn how to STOP destructive behaviour to yourself and others. Recognise what is happening earlier and understand you have a range of strategies to use. Decide on the right strategy for your situation. Learn how to handle your emotions in a way that will create peace of mind both at work and home.</p>
<p>2.30pm– 3.00pm</p>	<p>Afternoon tea and exhibition</p>



## Day 1 – Thursday 19 May

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3.00pm–3.50pm

CONCURRENT A

Skills  
Enhancement

Sydney Room

### PRESENTATION: Welfare to work



Ms Therese Rein, CEO and founder of the Ingeus Group

ABSTRACT: Ms Rein's presentation will be based on her international experience as an international provider of welfare-to-work services which assists unemployed people to find suitable, lasting employment. Ms Rein's company Ingeus works internationally to help to reduce unemployment by overcoming barriers to employment and assisting people to achieve their potential. The focus is on supporting individuals who are often the hardest to help and who have multiple, persistent barriers to employment. Ingeus goes beyond training to provide a flexible, individualised, intensive 'case management' approach designed to help empower unemployed people and equip them with the work skills needed to secure employment and succeed in the modern workplace.

3.00pm–3.50pm

CONCURRENT B

Legislative  
Framework

Hobart Room

### PRESENTATION: The value of shared concepts and language in rehabilitation and related fields



Ros Madden, University of Sydney

ABSTRACT: New Australian directions in health care and disability call for 'joined up' care and services, with access based on need. The underlying understanding of health in four recent Australian reports envisages not only the prevention and treatment of disease but also the maintenance of health and functioning and the promotion of participation, inclusion and quality of life. A common language and conceptual and measurement framework are therefore required for use across disciplines and sectors. The international standard classification for human functioning – the International Classification of Functioning, Disability and Health (ICF) – was developed for these purposes and its wider use would contribute to the continuity and quality of care.

3.00pm–3.50pm

CONCURRENT C

Return to Work  
Strategies

Launceston Room

### PRESENTATION: Laughter, sex, vegetables and fish



Dr John Tickell, LivingLife Enterprises

Dr Tickell is an internationally renowned speaker who presents to numerous industry associations, corporations and professional groups in Australia and abroad. He is known for motivating audiences and discussing not only how to maximise your health but how to get the winning edge needed for your Organisation to compete in the market place.

ABSTRACT: Dr Tickell is not afraid to address sensitive topics, such as "Should I Die Feeling Good or Bad?" "Fanatics Die Young" and "Alternative To Sex" – with great passion and humour, and always with a positive result in mind. Because of Dr Tickell's real life experiences as a general practitioner, having consulted to thousands of patients from all walks of life, he has a huge wealth of knowledge of the body and mind.

3.00pm–3.50pm

CONCURRENT D

Workshop  
Personal  
Development

Canberra Suite

### WORKSHOP: Employment after spinal cord injuries



Wendy Harris, ParaQuad NSW



ABSTRACT: The return to work and employment of a person with a Spinal Cord Injury presents the rehabilitation counsellor with a unique set of 'employability' issues. Obvious Issues including pre-injury employment status, the need for retraining, locating accessible jobs and workplaces and employers prepared to consider a person with a spinal cord injury in the work environment. Some issues lie with the individual nature and uniqueness of disability such as the possible need for attendant care services on the job, the importance of home based support and transport options.

3.50pm–4.00pm

Mini exercise break – please make your way immediately to your next session

## Day 1 – Thursday 19 May

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4.00pm–5.00pm

**CONCURRENT A**

**International  
Speaker –  
Somerset UK**

*Sydney Room*

### **PRESENTATION: Solution focused suicide prevention and intervention**



John Henden, UK

John has a background in Psychology, and is a qualified Counsellor and member of the British Association of Counselling & Psychotherapy For 20 years he worked in the state mental health system in the UK in both clinical and management roles. John regularly presents on a range of Solution Focused topics in different international forums and has received particular acclaim for his work on Solution Focused suicide prevention and intervention.

“This presentation should be a must for all mental health professionals dealing with severe depression and people who are feeling suicidal.”

4.00pm–5.00pm

**CONCURRENT B**

**Skills  
Enhancement**

*Hobart Room*

### **PRESENTATION: Values that drive community participation with chronic illness or disability**



Associate Professor Elias Mpofu Ph.D., DEd, CRC

ABSTRACT: Professor Mpofu, will present the results of a study investigating consumer values that influence their Community Living (CL) preferences. CL is the quintessence of successful rehabilitation intervention. The WHO International Classification of Functioning, Disability and Health (ICF) consider activity and participation in community settings important indicators of superior rehabilitative interventions.

4.00pm–5.00pm

**CONCURRENT C**

**Skills  
Development**

*Launceston Room*

### **PRESENTATION: Networking conversations and skills – being the leaders**



Rachel Green, motivational speaker, award-winning communication and networking specialist

ABSTRACT: Be a leader in making interesting conversations and networking superbly. Discover how to chat and network with confidence and skill—even with strangers. Introduce yourself confidently, keep the conversation flowing and exit with ease. And then stay in touch after the event and build a strong and supportive network. Most professional and technical people feel awkward with small-talk and mingling at networking events. Yet it's crucial for their success in talking to clients, increasing business contacts and attending seminars, luncheons and conferences.

4.00pm–5.00pm

**CONCURRENT D**

*Canberra Suite*

### **WORKSHOP: Protecting health professionals from querulant clients – a practical guide**

Kaye Bruce and Susan Arnold, Accent Rehabilitation Service

ABSTRACT: Literature related to querulant clients was disseminated prior to participation in a focus group aimed at identifying strategies for the management of these clients. Concepts were refined into a workshop designed to equip health professionals with practical guidelines to assist with management strategies. This workshop will provide recommendations to assist health professionals implement mechanisms to protect individual consultants from potentially destructive interaction whilst also taking into account current evidence based research and best practice case management strategies.

7.00pm–11.30pm

*Australian Ballroom*

### **ASORC Conference Gala Dinner**

Dress: Evening/suit wear



## Day 2 – Friday 20 May Trevor Hawkins Day

8.00am–9.00am Registration

8.55am–9.00am **Day introduction – tribute to Trevor Hawkins**



Gerry Gannon, MC

9.00am–9.15am **ASORC PRESIDENT WELCOME ADDRESS:**  
**Challenging perceptions – taking rehab out of the comfort zone**  
**PLENARY PRESENTATION**



Michael Iacovino, ASORC President

Michael has been involved at ASORC State/National sub-committees and Executive since 2002. He has worked in the rehabilitation field focusing on vocational assessments & RTW programs. Since 1999, as an occupational rehabilitation consultant he has worked in private practice, specialising in compensable transport accident and workers compensation cases, vocational rehabilitation service provision.

**ABSTRACT:** This conference brings together an interesting & eclectic group of experienced industry practitioners & academics, who will stimulate and inform with their research, ideas & practices, provoke discussion ... and hopefully to “take us outside our comfort zone”.

9.15am–10.30am **Disabled need not apply! Employer perceptions and what it means for rehabilitation**  
**KEYNOTE PRESENTATION**

**International Speaker – Illinois USA**

*Sydney Room*



Associate Professor David Strauser, Illinois, USA

**ABSTRACT:** Research suggests that employers have many concerns when it comes to hiring individuals with disabilities. Specifically, they perceive people with disabilities as less productive, require more supervision, upsetting the culture of the organization, and decreasing company productivity. Employers indicate that they do not have the skills or knowledge needed to hire and retain individuals with disabilities. Demand side employment has been identified as an important approach to address employers concerns and lack of knowledge regarding individuals with disabilities. This presentation will provide a brief overview of research regarding employer attitudes toward hiring individuals with disabilities and then focus on defining demand side employment and discuss its application to rehabilitation and disability management settings. Future directions and their potential impact for vocational rehabilitation and disability management



10.30am–11.00am Morning tea and exhibition



## Day 2 – Friday 20 May

11.00am–11.50am

**CONCURRENT A**

*Sydney Room*

### **PRESENTATION: Overview of mood disorders**



Associate Professor Michael Robertson, Psychiatrist

Dr Robertson explains the various depressive disorders and their relationship to work. Professor Dr Robertson completed his PhD in the area of psychiatric ethics and traumatic stress. He is currently the chief investigator in a NSW Health funded study examining involuntary psychiatric treatment in the community. He has published in the area of psychological trauma, philosophy and psychiatry, and brief psychotherapy. He also has an interest in the depiction of psychiatry in cinema.

11.00am–11.50am

**CONCURRENT B**

**Skill Development**

*Hobart Room*

### **CASE STUDY: Practicalities of biopsychosocial rehabilitation**



Pam Garton, OT, Managing Director, Abilita

Pam will present a biopsychosocial approach to injury management which provides programs tailored to the worker's individual needs, is the best method of maximising recovery and RTW and minimising the likelihood of persistent pain developing. However not all Biopsychosocial approaches are equal. What are the essential components of effective Biopsychosocial Rehabilitation? Which assessments identify critical individual needs? What tailored programs achieves best result? What is maximum recovery and RTW? How is this measured, monitored and progressed? This session answers these questions; and presents case studies to illustrate the importance of implementing a comprehensive, structured and standardised Biopsychosocial Rehabilitation system.

11.00am–11.50am

**CONCURRENT C**

**International Guest Speaker  
Return to Work Strategies**

*Launceston Room*

### **PRESENTATION: Evaluating the efficiency of vocational rehabilitation programs in the United Arab Emirates**



Professor Abdel Aziz Sartawi, United Arab Emirates University

Special Education and Rehabilitation programs in the United Arab Emirates (UAE) are fairly new. However, the country strived over the past few decades to provide individuals with special needs with considerable varieties of programs and training services. This paper aims at evaluating these programs and their efficiency in preparing individuals with special needs in accordance with several variables such as: gender, types of disability and types of respondents. Study participants consist of all individuals with special needs enrolled at the vocational rehabilitation facilities, their trainers, parents, site supervisors and the types of respondents.

11.00am–11.50am

**CONCURRENT D**

*Canberra Suite*

### **WORKSHOP: Emotional health levels**



Gayle Hardie and Malcolm Lazenby, Global Leadership Foundation

**ABSTRACT:** This presentation offers a way of observing and measuring the developmental state or emotional health within each of us. As we increase our own levels of self-awareness and development, our ego defences (degree of self-centeredness) reduce and our degree of behavioural freedom (range of behaviours available to us) increases. Recognising the health level at which we operate can sometimes be difficult, as our own ego defences are such that we often see ourselves as our idealised self-image. In other words, our ego will tend to make us think we are operating at a higher health level than we actually are. It is particularly important for an accurate self-assessment to occur in establishing your health level, so that transformational learning can occur.

11.50am–12.00pm

Mini exercise break – please make your way immediately to your next session



## Day 2 – Friday 20 May

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12.00pm–12.50pm

CONCURRENT A

Skill Enhancement

Sydney Room

### HYPOTHETICAL: What are they thinking – an inside look into the strategies of plaintiff and defence attorneys



Attorney for the Plaintiff: Hanaan Indari, Solicitor, Carroll & O’Dea Lawyers  
Attorney for the Defense: Stewart Cameron, Solicitor, Hicksons Lawyers  
Moderator: Gerry Gannon



ABSTRACT: Ever wonder what goes through the mind of the plaintiff’s attorney in a workers’ comp case? Here’s your chance to find out. In a lively and engaging debate format, our lawyers will discuss key workers’ comp issues such as use of surveillance, negotiation strategies and wage differential/permanent total disability from both sides of the aisle. Our moderator will guide the discussion, take your questions and make sure you leave with plenty of practical tips to work with your legal partners.

12.00pm–12.50pm

CONCURRENT B

Injury Prevention

Hobart Room

### PRESENTATION: The importance of beliefs to disability related back pain



Professor Leon Straker, School of Physiotherapy, Curtin University

ABSTRACT: By the end of adolescence most people have experienced their first episode of back pain. For most the experience is transient with little impact on their lives. However for a sub-group the impact is significant, resulting in treatment seeking, modification of normal activities and work absence. Recently more negative beliefs about back pain have been found to be associated with greater disability. However, beliefs have also been found to be amenable to change, suggesting a mechanism to reduce related disability.

12.00pm–12.50pm

CONCURRENT C

Return to Work Strategies

Launceston Room

### PRESENTATION: Evidence-based assessment: what can 100 years of investigating human abilities, interests, values and personality, tell us about vocational rehabilitation?



Professor Robert Pryor, Congruence Pty Ltd

ABSTRACT: On the basis of the last 100 years of research and practice in human psychology some clear and robust conclusions can be drawn about the nature and structure of human cognitive abilities, vocational interests, work values and personality traits. These findings will be adumbrated and their implications for assessment in vocational rehabilitation will be explored. Some of the perennial assessment issues will also be highlighted. The E implications for current and future practice will also be discussed.

12.00pm–12.50pm

CONCURRENT D

Skill Development

Canberra Suite

### PRESENTATION: Relationship issues for people with disability



Dr Russell Shuttleworth, PhD MSW Lecturer in Sexual Health University of Sydney

ABSTRACT: Disabled people face many barriers to sexual expression and to negotiating and maintaining sexual relationships with others. Despite these impediments, many disabled people do manage to establish long-term, intimate relationships. I will first situate the barriers that disabled people can confront in this important area of life by outlining a multidimensional model of sexual access for disabled people. I will also describe and elucidate some of the strategies they employ to contend with and surmount these barriers. Finally, I will focus specifically on the disabled person-intimate partner dyad to delineate a model of relationship maintenance, illustrating some of the relationship issues and problems that can occur and the range of possible solutions with real-life scenarios.

12.50pm–2.00pm

Lunch and exhibition – Carrington Room/Dining Room

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2.00pm–2.50pm

### CONCURRENT A Skill Development

*Sydney Room*

#### PRESENTATION: Why innovation requires a futures perspective



Dr Marcus Barber, Director, Looking Up Feeling Good Pty Ltd

ABSTRACT: What you look at, where you find it and how you look at your information are critical elements for developing far more effective strategy. Leveraging Futures methods enable organisations to remove blinkers and increase awareness of pending risks and emerging opportunities. With an increased level of awareness, spotting the assumptions that entrench 'intractable problems' is a key step to solving them. From there the next step is to innovate processes in ways that make the status quo approaches obsolete. By the end of this session you can be assured that you understand that creativity and Innovation are NOT the same things and for the rehabilitation arena, more of the same is an unacceptable path forward for ongoing problems.

2.00pm–2.50pm

### CONCURRENT B Return to Work Strategies

*Hobart Room*

#### PRESENTATION: Beyond coping: a theoretically driven approach to assisting those struggling personally with illness, pain and despair



Professor Robert Pryor, Congruence Pty Ltd

ABSTRACT: One of the major barriers in vocational rehabilitation is individuals' failure to cope with the ongoing experience of illness, accident and suffering. Concepts and strategies relating to coping can be found in the relevant literature but these are rarely integrated into a coherent theoretical framework out of which a better understanding of the issues and their solutions might be achieved. In this presentation, the Chaos Theory of Careers will be used to outline a new way to understand the processes of coping, to explore a graphical approach to charting change and to suggest some vocational rehabilitation strategies for achieving adaptation, resilience, restoration and reinvention.

2.00pm–2.50pm

### CONCURRENT C Legislative Frameworks

*Launceston Room*

#### PRESENTATION: Nationally consistent approval framework for workplace rehabilitation providers



Annette Williams, National President ARPA

ABSTRACT: To meet the Conditions of Approval for recognition as a workplace rehabilitation provider, an organization will need to demonstrate that they can conform to the Principles of Workplace Rehabilitation as well as a Code of Conduct. Comcare, WorkSafe Victoria, WorkCover South Australia, WorkCover Western Australia, Tasmania, New South Wales, and Northern Territory Workers Compensation and ACT Workers Compensation have adopted the Nationally Consistent Approval Framework for Workplace Rehabilitation Providers. Annette will discuss what this means to the way rehabilitation providers will need to work.

2.00pm–2.50pm

### CONCURRENT D Skills Enhancement

*Canberra Suite*

#### PRESENTATION: Identifying predictors of injury recovery using evidence-based practice



Philip Gabel, Advise Rehab

ABSTRACT: To assess available interactive web-based technology and how it facilitates accurate outcome prediction within an evidenced based context. The early identification of high risk, long term musculoskeletal patients is currently performed by either or physical and bio-psycho-social (BPS) questionnaires to dichotomise patients into high and low risk categories. New generation research produces accurate individual patient predictions of recovery rate, time and costs through melding mobile interactive technology, integrated patient-reported outcome (PRO) measures and screening within the BPS health model. This approach is driven by the international community and funded by corporate, association and government sectors with a push toward computerised systems.

3.00pm–3.30pm

Afternoon tea and exhibition



## Day 2 – Friday 20 May

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3.30pm–4.10pm

CONCURRENT A

Return to Work  
Strategies

*Sydney Room*

### PRESENTATION: What you need to know about treatment, claim closure and impairment following brain injury



Professor Ian Cameron MBBS PhD FAFRM (RACP)

Head injuries can make for some of the most complex cases. In addition to chronic pain, seizures and mood disorders, issues such as sleep disturbance, dizziness and hearing loss may complicate matters. Added to those challenges is the task of rating these injuries using the Guides to Permanent Impairment. Using real case examples, Professor Cameron a Rehabilitation Physician with a PhD in Medicine, will explain a thorough medical approach to treatment and case management, plus reveal how best to navigate these difficult waters toward positive outcomes.

3.30pm–4.10pm

CONCURRENT B

Return to Work  
Strategies

*Hobart Room*

### PRESENTATION: Forward treatment of psychological casualties in military members



Dr Carolyn Deans, Psychologist, University of Victoria

ABSTRACT: Ex-Army Major Dr Carolyn Deans will report on her experiences treating traumatic and non-traumatic stress responses in Australian Defence Force soldiers on operations from 2002–2009. She will discuss the development of a model for treatment of military personnel. This includes a review of the current evidence-base for treatment on operations and in civilian life, a resilience-building approach, and attention to the military organisational environment.

3.30pm–4.10pm

CONCURRENT C

Injury Prevention

*Launceston Room*

### PRESENTATION: Improving the capability of the personal injury industry



Nathan Clarke, Executive Manager, Personal Injury Education Foundation

ABSTRACT: PIEF was established in 2006 by a consortium of accident compensation regulators, insurers and claims management organisations who shared the vision of creating leading educational programs, initiatives and events designed to enrich and enhance the range and depth of personal injury management skills, leading to better outcomes for all accident compensation schemes and the communities they are designed to serve.

3.30pm–4.10pm

CONCURRENT D

Injury Prevention

*Canberra Suite*

### PRESENTATION: Discrimination and ageing workers



Therese MacDermott, Senior Lecturer, Macquarie Law School

Therese is a highly regarded employment law specialist who has been involved in the whole range of anti-discrimination legislation.

ABSTRACT: This presentation examines the nature of age discrimination complaints under state and federal anti-discrimination law, and the lessons to be learned from the decided cases in this area. It also looks at how attitudes and practices in the workplace must change in line with demographic changes in the population and the need to meet the expectation that workers will be engaged in paid employment for longer.

4.10pm–4.15pm

Mini exercise break – please make your way immediately to your next session

## Day 2 – Friday 20 May

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Challenging perceptions  
Taking rehab outside the comfort zone  
ASORC National Conference 2011

www.asorc2011.consec.com.au

4.15pm–4.45pm

**CONCURRENT A**

### Return to Work Strategies

*Sydney Room*

#### **PRESENTATION: Transition from academia to practice**



Dr Virginia Pascall, Occupational Physician

**ABSTRACT:** Much knowledge and verification of work disability and rehabilitation practice lies within scientific papers. Often it is the practice of rehabilitation that drives the need to scientifically explore the validity of the practice, rather than the reverse being applied. The transition from the science to the practice of rehabilitation relies on a number of factors that are hard to define and explore in a research context but are well known to those who practise in the field. This paper seeks to look at the 'cutting edge' of research and apply the information to several case studies, attempting to identify some of the factors that influence the more difficult cases.

4.15pm–4.45pm

**CONCURRENT B**

### Return to Work Strategies

*Hobart Room*

#### **WORKSHOP/CASE STUDIES: Cancer survivorship – an emerging area for rehabilitation professionals**



Associate Professor David Strauser, USA

An overview of the psycho-social and occupational needs of cancer survivors will be provided. The role of rehabilitation professionals in post-acute care will be discussed and case examples will be utilized highlight specific needs and areas of intervention.

Professor Strauser has presented and written a lot on the career and employment needs for young adult cancer survivors and the role of rehabilitation counsellors in facilitating overall psychosocial adjustment. This will be an interactive case study workshop

4.15pm–4.45pm

**CONCURRENT C**

### Injury prevention

*Launceston Room*

#### **PRESENTATION: Work conditioning programs**



Mark Goswell, Ba. Soc Sci (Human Movement), Grad Dip (PDHPE), MESSA, AEP. Director, Proactive Rehabilitation

**ABSTRACT:** Anyone injured in the workplace or in a motor vehicle accident needs rehabilitation to facilitate a speedy yet safe return to the workforce. Work Conditioning Programs use exercise-based rehab to improve the functional abilities of a worker to return to pre-injury duties or an upgrade in their existing duties. Within this session you will be provided with information on what an Exercise Physiologist is, Work Conditioning Programs, the types of programs that can be delivered. You will also be given guidelines as to which clients would be suitable to complete these programs and expected outcomes for these clients.

4.15pm–4.45pm

**CONCURRENT D**

### Skill Enhancement

*Canberra Suite*

#### **FREE PAPERS**

##### **Sexuality in rehabilitation counselling: breaching barriers**

Tinashe Dune

This paper describes sexual counselling as well as techniques and strategies which should be taken into consideration in order to effectively discuss sexuality within the rehabilitative context. This paper will further discuss cultural, legislative, and professional issues that impact the inclusion of sexuality counselling in rehabilitative practices.

##### **Getting back on your feet following brain surgery – the story of a man with epilepsy**

Martin Paul Raffaele

What is commonly experienced by a man with epilepsy following neurosurgery? It is important to understand all aspects of a disability and the true result of the operation. Lack of rehabilitation often sees an individual receiving inadequate support in all social environments. The adaptive cycle can help challenge this.

4.45pm–5.00pm

**CLOSING REMARKS**

#### **Conference Close**

Gerry Gannon