Scottish Government NIDMAR Programme Information Package

NIDMAR programme for Disability

Management, Return to Work and Job

Retention.

Contents

Scottish Government NIDMAR training program in partnership with Well Working Matters.

https://biteable.com/watch/3567890/127506db853c6b8f7e4742ce5162f06c822a1735

Who are we?

Dr Norma Clark has been appointed to the Scottish Government to lead on the delivery of the 5 year NIDMAR training program, to meet the ministerial commitment to train 300 supported employment case managers. Dr Clark previously coordinating the delivery of the NIDMAR case management training, as part of the Opportunities Fife Partnership successfully supporting a range of supported employment case managers to achieve the Certified Disability Management Professional (CDMP) registration.

Graham Halsey formed 'Well Working Matters Ltd' (WWM) in 2013 as a Consultancy company in the niche area of absence management and return to work, along with a few appropriately qualified associates in this specialist work. WWM is aligned to the National Standards of the Vocational Rehabilitation Association and is accredited to the International Standards of the International Disability Management Standards Council (IDMSC) through the Certified Disability Management Professional (CDMP) designation.

In 2015, Well Working Matters became the sole license holder for the delivery of the CDMP education modules in the UK and Ireland. There has been a steady growth in the number of candidates undertaking the training covering areas such as health, employability, supported employment, HR, income protection return to work teams and government contractors, all have recognised the benefit of the link between the workplace and health rehabilitation offered through the wide ranging course.

Where are we located?

Well Working Matters is based in the South West of England, but offers training across the UK and Ireland. Dr Norma Clark will be working from the Health Improvement Division within the Scottish Government Directorate for Population Health, and will based at St. Andrews House, Edinburgh and can be contacted on 07585 991501.

What NIDMAR modules do we deliver?

24 NIDMAR modules are delivered in the UK. To learn more about the individual modules, please see the detailed description found on pages 4 to 12 in this document.

Frequently asked questions

What is NIDMAR?

The *National Institute of Disability Management and Research (NIDMAR)* was founded in 1994, it is an internationally recognised organisation committed to reducing the human, social, and economic costs of disability. As an education, training and research organisation, NIDMAR's primary focus is the implementation of workplace reintegration programs, which international research has proven is the most effective way of restoring and maintaining workers abilities, while reducing the cost of disability for the worker, employer, government and insurance carriers. The National Institute's success is the result of collaborative initiatives undertaken by leaders from labour, business, government, education, insurance and rehabilitation. NIDMAR is supported by a broad based board of directors and an international council with senior representatives from Canada, Australia, Germany, Ireland, the Netherlands and the United States.

How many modules are there?

The NIDMAR education program consists of 25 modules covering the key skills and competencies essential for those working in the field of Disability Management and Return to Work Coordination. Modules focus on such topics as return to work plans, job analysis, workplace modifications, assessment, assistive devices, organisation skills, marketing, information technology, labour relations, rehabilitation, program development and evaluation.

There are currently a total of 24 modules available in the UK. Individuals can attend the specific modules they need to bridge the gap in their competencies; often only a small number of modules are required to enhance their current knowledge base in order to prepare for the final CDMP exam. In most cases, individuals require 6-10 modules out of the 24, depending on the individual's education and work experience in the field of Vocational Rehabilitation.

How long will each module take to complete?

Each module consists of one day of "in class" training with instructors. This day spans from 9.00 a.m. until about 4.30 p.m. After the one day of in class training, there is also an assignment for each module. As a general guideline, each module requires ten to twelve hours of study. Upon completion of all 10 modules, you will achieve a *Certification of Completion* for the NIDMAR training. This certificate will give access to the CDMP exam.

Why should you invest in the NIDMAR training?
https://biteable.com/watch/ebtest-2174211/6a1c6fbe0012096b59c2b2beb3e8f22ae0ec7a0b

The field of Vocational Rehabilitation/Supported Employment, including Disability Management, is quickly evolving into a profession. You will soon need to demonstrate that you are a professional within this scope of practice through proof of knowledge, skills and competencies. It is anticipated

that NIDMAR training and the CDMP registration will be one way in which you can show you have the right skills and training to practice. This training also makes you more efficient and effective at doing your current job or at moving into a new role in job retention. It will help to broaden your employment opportunities and your career potential.

If you visit a doctor or an accountant or use the services of an engineer anywhere in the developed world, you do so with the assurance that they are knowledgeable, properly trained and able to do the job to a specified standard of competency. Now, the same assurance is available to any organisation wishing to hire a disability management professional. And, importantly, the certification is recognised worldwide.

What is the quality of the trainers?

The trainers are provided from Well Working Matters who hold the UK licence to deliver NIDMAR training and are expected to deliver the training to agreed IDMSC standards.

When and where are modules offered?

Venues for the 2022 2023 Scottish Government funded NIDMAR training cohorts will be provided within the west and East geographical areas to accommodate the face to face training delivery. The North and South geographical areas will be accommodated via virtual live interactive delivery of training via the protected zoom training platform.

Cohort 1 East Scotland	September 2022 and May 2023
Cohort 2 South Scotland	September 2022 and May 2023
Cohort 3 West Scotland	September 2022 and May 2023
Cohort 4 North Scotland	September 2022 and May 2022
Clinical Focus Learning Disability	September 2022 and May 2023
Fast Track – PDA , IPS	May 2023
Employer Focus - PSP	September 2022 and May 2023

Who is eligible to apply for the Scottish Government NIDMAR training?
https://biteable.com/watch/3567573/81f008de129d0eff2a988ef29768db57ad6f20d0

Front-facing case managers that are currently delivering supported employment services across the broad employability pathway to individuals whose health (physical and/or mental) is impacting on their ability to stay in or to progress into employment are eligible for Scottish Government funded NIDMAR training.

The case managers delivering the supported employment as part of the Scottish National employability programmes will be given priority. This includes the Working Health Service Scotland (WHSS), Fair Start Scotland and Individual Placement and Support (IPS) services.

Clinical Focus

Year 1 – Health and Work Support (HAWS) and Working Health Services Scotland (WHSS)

Year 2 – Case managers supporting clients accessing Forensic, Prison , Criminal Justice to access employment services

Year 3 – Case managers supporting individuals living with Autism to access employment support

Year 4 – Case managers supporting individuals living with a Learning Disability to access employment support

Employer Focus

Year 3 – Engaging employers who are participating in the PSP program to better equip employers to recruit, support and retain employees with health and disability issues.

Year 4 – engaging a second group of PSP employers

Fast Track NIDMAR Training Programs

https://biteable.com/watch/2770298

Year 1 – Stage 1 PDA NIDMAR training development

Year 2 – Stage 2 PDA NIDMAR training development

Year 3 - Delivery of PDA NIDMAR Fast Track training and stage 1 of IPS NIDMAR training development

Year 4 – Delivery of PDA NIDMAR fast track training and stage 2 of IPS NIDMAR Fast Track development.

NIDMAR MODULE DESCRIPTIONS & LEARNING OUTCOMES

NIDMAR Modules

MODULE	TITLE
A	Effective disability management programmes
B	Introduction to return-to-work coordination
C	Physical impairments, rehabilitation services and return to work
D	Mental health issues, rehabilitation services and return to work
E	Job analysis
F	The role of assessment
G	Communication and interviewing skills
H	Interviewing and helping skills
I	Legislation and disability management
K	Introduction to conflict resolution
L	Insurance and other benefits
M	Problem-solving with groups
N	Disability management in unionised organisations
O	Disability and diversity in the workplace
P	Disability management from a human resources perspective
Q	Management and organisational skills for Return to Work Coordinators
R	Assistive technology and accommodation
S	Managing change
T	Evaluating the return to work process and disability management programmes
U	Marketing and education in disability management and return to work
V	Information management
W	Injury prevention and health promotion
X	Professional conduct
Y	Managing the return-to-work process

NIDMAR MODULE DESCRIPTIONS & LEARNING OUTCOMES

MODULE A: EFFECTIVE DISABILITY MANAGEMENT PROGRAMMES
https://biteable.com/watch/a-effective-disability-management-programmes-2430628

In this overview, participants will examine the field of disability management, the rationale for establishing a disability management programme, various structures for providing a return-to-work capacity within an organisation, and the process followed in setting up a disability management programme or analysing an existing programme.

After completing this module, participants will be able to:
- Describe the field of disability management.
- Describe the characteristics of an effective disability management programme.
- Identify the benefits of a disability management programme.
- Identify organisational factors that are likely to encourage the development of a disability management programme or create barriers.
- Outline the steps required to establish a disability management programme.
- Undertake a needs assessment.

MODULE B: INTRODUCTION TO RETURN-TO-WORK COORDINATION
https://biteable.com/watch/module-b-introduction-to-return-to-work-coordinati-2430631

Topics covered include the elements of the plan; the roles of people involved in the process ranging from medical service providers to co-workers; types of accommodations; and the hierarchy of return-to-work options.

After completing this module, participants will be able to:
- Explain the steps in the return to work process.
- Describe the types of accommodations that might be required in returning an employee to work.
- Outline the hierarchy of return to work options.
- Identify barriers that might decrease the likelihood of a return to work.
- Describe the various roles of members of the return to work team.

MODULE C: PHYSICAL IMPAIRMENTS, REHABILITATION SERVICES AND RETURN TO WORK.
https://biteable.com/watch/module-c-physical-impairment-rehabilitation-servi-2286587/9a9e3834fc80b4ba3e154fbd5308e60a63c25729

Participants will obtain a basic understanding of the body systems (respiratory, pulmonary, etc.); treatment providers and the type of information that they are likely to provide; and the impact of physical impairments on individuals and their work.

After completing this module, participants will be able to:

- Identify the body systems and body parts that might be affected by specific illnesses and injuries.
- Identify what medical terminology indicates about specific illnesses and injuries.
- Use information about specific illnesses and injuries in planning and implementing the return to work process.
- Communicate and collaborate with medical professionals in returning employees to work.

MODULE D: MENTAL HEALTH ISSUES, REHABILITATION SERVIECS AND RETURN TO WORK.

https://biteable.com/watch/module-d-mental-health-issues-rehabilitation-serv-2430633

A brief overview of mental health issues in the workplace is provided along with a more in-depth focus on stress and depression. Participants will explore symptoms, treatments and disability aspects of stress and depression and strategies for assisting individuals with stress and depression-related illnesses to return to work. Disabilities that may have a mental health component and the biopsychosocial impact of disabilities will be considered.

After completing this module, participants will be able to:
- Provide basic information on mental health issues in the workplace.
- Identify resources and services that can be accessed by employees with impairments that have a significant mental health component.
- Identify elements that might be included in a return to work place for an employee who is suffering from stress or depression.

MODULE E: JOB ANALYSIS

https://biteable.com/watch/module-e-job-analysis-2430643

Different approaches to job analysis are examined and participants will be provided with skills and knowledge relating to the job analysis process from the perspective of disability management.

After completing this module, participants will be able to:
- Undertake a job analysis.
- Use a job analysis in developing a return to work plan.

MODULE F: THE ROLE OF ASSESSMENT

https://biteable.com/watch/module-f-the-role-of-assessment-2430644

Participants will examine the different types of assessment and consider how return-to-work coordinators can identify qualified assessment professionals and interpret their assessments. Medical diagnoses, functional capacity assessments, and vocational assessments will be discussed. (Suggested prerequisite is Module E on Job Analysis).

After completing this module, participants will be able to:

- Describe the various assessment options, their rationale, and the professionals who may provide them.
- Determine what kinds of assessments are required for specific individuals as part of their return to work plans.
- Evaluate the capability of various professionals to assist in providing such assessments.
- Provide assessors with information about the job demands, work environment and the organisation's disability management programme so that they can determine the extent to which the individual's work capacity matches the requirements of the job tasks or other job tasks which could be assigned.

MODULE G: COMMUNICATION AND INTERVIEWING SKILLS
https://biteable.com/watch/module-g-communication-and-interviewing-skills-2473628

Participants will explore the communication skills that form the basis of the interview and how they are used together to create an interaction in which the returning worker becomes an active partner in the return-to-work process. Communication techniques for formals interviews and informal discussions will be considered including those that involve supervisors and health care providers.

After completing this module, participants will be able to:
- Describe factors that influence communication.
- Evaluate their own personal communication skills including listening, questioning, presenting and responding, and non-verbal language.
- Combine communication skills for effective interviews and one-to-one meetings.

MODULE H: INTERVIEWING AND HELPING SKILLS
https://biteable.com/watch/module-h-interviewing-and-helping-skills-2473631

(Suggested prerequisite is Module G: Communication and interviewing skills). Interviewing strategies are explored as is their contribution to a problem-solving process in which Return to Work Coordinators identify barriers to return to work, resources that might be helpful in the process, and options that might be part of an integrated plan. Effective interviewing skills are essential in carrying out the three-stage model of helping that is presented in this module. The difference between helping and therapy is considered along with hoe and when to refer clients for professional counselling. It is recommended that participants take Module G before Module H unless they have had a recent course in communication skills.

After completing this module, participants will be able to:
- Describe a three-stage model of helping.
- Use interviewing skills to collect information, identify barriers to a return to work, and solve problems that arise.
- Identify professional communication issues that relate to values, ethics, and emotional objectivity.
- Identify various styles of distorted thinking and the impact of cognitive therapy as an effective communication enhancement intervention.

- Determine when helping in a return to work situation should be supplemented by therapy or professional counselling.

MODULE I: LEGISLATION AND DISABILITY MANAGEMENT

https://biteable.com/watch/module-i-legislation-and-disability-management-2430637

Participants will examine human rights laws and the requirement for accommodation as it applies to workers with disabilities. Other acts that impact on accommodation and disability will be considered including labour codes and the requirements of employer liability insurance. Related acts such as safety, privacy and health information acts will be discussed.

After completing this module, participants will be able to:
- Communicate the legislative requirements for accommodation in your area to members of your organisation.
- Determine what the legal requirements for accommodation are in specific situations.
- Describe how the duty to accommodate and bona fide occupational requirements impact job retention and attainment.

MODULE K: INTRODUCTION TO CONFLICT RESOLUTION

https://biteable.com/watch/module-k-introduction-to-conflict-resolution-2473637

The skills and knowledge required to analyse conflicts and to develop strategies for satisfying the interests of all stakeholders will be covered in this module—with a specific focus on return-to-work situations. The steps in resolving conflicts are explored including initially getting people to the table to discuss and define the problem and, as interests are identified, considering ways to expand the benefits that are available as part of the solution.

After completing this module, participants will be able to:
- Define the problem that underlies a conflict in a non-judgmental way.
- Differentiate between positions and interest in a dispute.
- Describe steps that can be taken to resolve disputes.
- Use communication skills in resolving conflicts.

MODULE L: INSURANCE AND OTHER BENEFITS

https://biteable.com/watch/module-l-insurance-and-other-benefits-2430636

The workshop covers long term and short term disability, automobile insurance, Employment Support benefits, social assistance, and the hierarchy of benefits when several are available to an employee with an injury or illness. Government programmes and community organisations that might provide assistance to workers with disabilities will be discussed.

After completing this module, participants will be able to:
- Provide information employees who have incurred injuries and illnesses about the long and short term disability benefits that are available to them within their organisation.

- Research programmes that might provide additional assistance in returning an employee with disabilities to work.
- Describe the network of benefits available generally.

MODULE M: PROBLEM-SOLVING WITH GROUPS

https://biteable.com/watch/nidmar-module-m-problem-solving-with-groups-2473640

The module covers arrange of facilitation skills such as clarifying issues or dealing with obstruction—skills that Return to Work Coordinators will use in return-to-work case meetings involving the employee, supervisor, shop steward or other service providers, and in Disability Management Committee meetings. These group techniques are related to a problem solving process that can be used to move the return-to-work process forward or to deal with issues arising from the programme in general.

After completing this module, participants will be able to:
- Determine whether group structures and processes have been clearly identified.
- Match the group activities—both those that are aimed at completing the task and those that are designed to maintain the group—to the stage of the group.
- Facilitate groups when necessary and contribute positively as a group member.

MODULE N: DISABILITY MANAGEMENT IN UNIONISED ORGANISATIONS

https://biteable.com/watch/nidmar-module-n-disability-management-in-unionis-2473643

Various aspects of labour relations impact disability management including the collective agreement. Memorandums of agreement and letters of intent used in establishing programmes and joint committees will be examined. Dispute resolution in a union setting will be explored.

After completing this module, participants will be able to:
- Describe labour management issues that may arise in disability management.
- Identify aspects of collective bargaining and the collective agreement that affect disability management.
- Identify how issues of disability and the duty to accommodate may be resolved through the dispute resolution process.
- Describe the different roles of joint labour-management committees and specifically joint disability management committees.

MODULE O: DISABILITY AND DIVERSITY IN THE WORKPLACE

https://biteable.com/watch/module-o-disability-and-diversity-in-the-workpla-2473645

The purpose of this module is to examine diversity issues including attitudes towards minorities and people with disabilities, to consider how diversity issues can affect a return to work, and to explore strategies for dealing with cultural differences during the return to work process. Common components of diversity programmes will be outlined and the interaction between diversity programmes will be outlined and the interaction between diversity programmes will be examined.

After completing this module, participants will be able to:
- Identify when a perception of difference can result in discrimination.
- Develop strategies for approaching a return to work that takes into consideration issues and challenges that arise from diversity.
- Describe aspects of an organisation that maximise the benefits of diversity and minimise the problems that can arise.

MODULE P: DISABILITY MANAGEMENT FROM A HUMAN RESOURCES PERSPECTIVE

https://biteable.com/watch/module-p-disability-management-from-a-human-reso-2473648

The human resources strategy of an organisation will influence the benefits that are provided to employees—including assistance with return to work. Benefits and benefit plans and their relationship to disability management will be considered. Employment legislation that impacts return to work in non-unionised organisations, policy and procedures development, and alternate dispute resolution and committee processes will be explored.

After completing this module, participants will be able to:
- Identify the factors that influence compensation, benefits and working conditions in unorganised workplaces.
- Contribute to and interpret an organisation's policies and procedures manual.
- Develop policies and procedures for a disability management programme.
- Collaborate with the human resources department as necessary in developing accommodations.

MODULE Q: MANAGEMENT AND ORGANISATIONAL SKILLS FOR RETURN TO WORK COORDINATORS

https://biteable.com/watch/module-q-management-and-organisational-skills-fo-2473653

Participants will review and analyse their organisational skills including planning, delegating, negotiating, budgeting and time management. Many Return-to-Work Coordinators must obtain the cooperation of people who are not under their direct supervision and a variety of leadership, planning and communication skills will help in achieving goals and objectives.

After completing this module, participants will be able to:
- Describe the management process used within both the organisation and the disability management programme—for planning, operating, leading and controlling.
- Design goals and objectives for a return to work programme.
- Outline how organisational support for return to work can be influenced.
- Track the costs and benefits of an individual return to work process and the disability management programme as a whole.

MODULE R: ASSISTIVE TECHNOLOGY AND ACCOMMODATION

https://biteable.com/watch/module-r-assistive-technology-and-accomodation-2473657

(Suggested prerequisite is Module E on Job analysis). This module covers the process of implementing low to high tech assistive technology in the accommodation of a worker with disabilities. The process includes evaluating the needs of the employee; researching and choosing the most appropriate equipment, software or other job aid; researching and choosing the best supplier; developing a business case for the application; testing the technology and training the worker as necessary; maintaining the assistive technology; and evaluating the outcomes.

After completing this module, participants will be able to:
- Identify assistive technology devices and services that might be used in return to work.
- Develop steps for assistive technology implementation for a worker with an injury or disability.
- Make an argument for cost/benefit suitability.
- Develop a plan for testing an AT product, training the employee in AT use, and evaluating the outcome of the AT process.

MODULE S: MANAGING CHANGE

https://biteable.com/watch/module-s-managing-change-2473659

This module is designed to enable participants to apply theories of change in practical ways. Issues of change management are examined from an organisational and individual perspective. The administrators of disability management programmes must be able to adapt to external change ranging from the effects of new technology to new legislation and regulation. Internal policies and procedure will affect, and be affected by, the disability management programme. Individual returns to work may be influenced by changes within the organisation or by the effect of personal changes in physical and other capacities. A positive workplace culture and effective leadership can help individuals and organisations adjust to change.

After completing this module, participants will be able to:
- Identify and analyse changes that affect the workplace, disability management and return to work.
- Outline strategies for dealing with change, generally and within a disability management programme.

MODULE T: EVALUATING THE RETURN TO WORK PROCESS AND DISABILITY MANAGEMENT PROGRAMMES

https://biteable.com/watch/module-t-evaluating-the-return-to-work-process-an-2473660

(Suggested prerequisites are Module A: Effective disability management programmes and Module B: Introduction to return-to-work coordination). Participants will consider client satisfaction surveys and other approaches to assessing the return-to-work process. An overview of techniques employed in evaluating programmes including matching outcomes to goals, benchmarking with other organisations and departments, programme audits and cost-benefit rations will be provided.

After completing this module, participants will be able to:
- Describe the rational for programme evaluation.
- Evaluate an individual return to work.
- Prepare an evaluation plan for a programme or a programme activity.

MODULE U: MARKETING AND EDUCATION IN DISABILITY MANAGEMENT AND RETURN TO WORK

https://biteable.com/watch/module-u-marketing-and-education-in-disability-m-2473661

This module covers the planning and development of internal communications programmes aimed at creating support for disability management among management and labour, employees who might incur disabilities, and their co-workers. The requirement for external communications components is examined including education and information targeted to medical and other service providers.

After completing this module, participants will be able to:
- Analyse the work environment and determine what is require in terms of marketing, promotion, and education and training.
- Develop a communications plan for their area.
- Develop marketing and education materials and/or work with others to develop them.

MODULE V: INFORMATION MANAGEMENT

https://biteable.com/watch/module-v-information-management-2473663

Participants will explore what kind of programme and client information is collected, how it is collected and used, and what issues of confidentiality are involved. The applicability of Human Resource Information Systems (HRIS) is considered. Also examined will be the Return to Work Coordinator's role in collecting information on community services and resources, keeping professional skills and knowledge up to date, and researching information on an as needed basis.

After completing this module, participants will be able to:
- Determine their information needs and collect and store the information that they need.
- Keep their return to work services up to date by tracking new information about regulations, technology, practices, and trends.
- Communicate their needs to information technology specialists within their organisations or with whom they interact.

MODULE W: INJURY PREVENTION AND HEALTH PROMOTION

https://biteable.com/watch/module-w-injury-prevention-health-promotion-2473664

This module provides an overview of safety programmes, approaches to ergonomics, and the implementation of wellness programmes. The interaction of such programmes with the disability management programme is considered. (This is not a substitute for a safety course.)

After completing this module, participants will be able to:

- Describe statutory requirements for occupational safety and health within their jurisdiction(s).
- Interact with a safety committee in areas involving hazard identification, risk assessment, and the identification of trends in injury and illness.
- Interact with a health and wellness committee that is involved in programme planning, development, implementation, and evaluation.

MODULE X: PROFESSIONAL CONDUCT

https://biteable.com/watch/module-x-professional-conduct-2473665

Participants will identify and analyse situations in disability management where ethical issues might arise. The module will also examine how codes of ethics are developed and how they are used in dealing with ethical issues.

After completing this module, participants will be able to:

- Identify and resolve value conflicts in professional practice.
- Explain the role of ethics in the helping professions.
- Describe the relationship between a code of ethics and the moral values that are likely to be held by people working as Disability Management Professionals and Return to Work Coordinators.
- Explain why there are references to keeping records in many professional codes of ethics.
- Explain why professional development and personal health practices are part of professionalism.

MODULE Y: MANAGING THE RETURN-TO-WORK PROCESS

https://biteable.com/watch/module-y-managing-the-return-to-work-process-2473666

(Suggested prerequisites are Module A: Effective disability management programmes, Module B: Introduction to return-to-work coordination, Module E: Job analysis, Module F: The role of assessment, Module G: Communication and interviewing skills, Module H: Interviewing and helping skills, Module R: Assistive devices and technology). This module covers the case management process including working with a return-to-work team that includes internal personnel and external service providers. The return-to-work process including assessment, return-to-work planning, implementation, monitoring and adaptation, and evaluation is examined.

After completing this module, participants will be able to:

- Develop a return to work plan that includes:
  - o Appropriate job accommodations.
  - o Support, services, and resources that are available within the community.
  - o The involvement of the worker, supervisor, co-workers and other stakeholders.
  - o A business case that the employer is likely to support.
- Implement and monitor a return to work plan.
- Evaluate the return to work process.

The Occupational Standards

Escalating disability-related expenditures across all of society, falling employment/hiring rates for persons with disabilities and increasing regulatory obligations for the reintegration of injured/disabled workers has over the past 10-15 years led to a range of diverse Return To Work and Disability Management initiatives in many countries around the globe.

Best practice evidence and research, as well as continued successful implementation of effective Return To Work and Disability Management programs have demonstrated that when properly developed, implemented and administered, consensus-based Return To Work and Disability Management programs can effectively reduce the socio-economic cost of disabilities for employers, workers and providers by a substantial margin while at the same time maintaining and supporting the attainment of employability for workers with disabilities.

To ensure that these expectations are completely transferable, consistently achieved within a balanced framework across all operating environments and meet the unique needs of all stakeholders requires that a certain number of universally applicable principal requirements are met. This applies both to the design and implementation of policies and programs (Code of Practice) as well as the discreet set of characteristics in experience, skills and competencies (Occupational Standards) reflected by the case managers charged with Return To Work and Disability Management program development, implementation, maintenance and evaluation.

In order to address these critical issues and meet the growing demands, the National Institute of Disability Management and Research (NIDMAR) in 1997 embarked on a formalized process to articulate the experiences, skills and competencies essential to define a consensus-based, transferable, recognizable and highly professional standard of excellence in Return To Work and Disability Management practice for employers, workers and providers. This process culminated in the publication of the document, Occupational Standards in Disability Management (NIDMAR 1999).

The Certification

Starting in 2001, the difficult process of creating psychometrically stable and defensible certification examinations based on the Occupational Standards was begun. Supported through government and a broad cross section of leading Canadian employers, unions and workers compensation boards, unified in their quest for excellence/quality assurance in Return To Work and Disability Management and committed to balanced economic and social outcomes, this highly technical task was performed by one of Canada's most reputable test development agencies, Assessment Strategies Inc. of Ottawa.

Working with practitioners/professionals from all stakeholder groups and representing all regions of Canada and following an internationally recognized test development protocol, this process has culminated in the finalization of test exams each comprising 300 multiple choice questions.

Successfully passing these examinations will lead to obtaining either of the recognized CRTWC™ or CDMP™ designations.

CDMP CERTIFICATION AND EXAMINATION

Upon successful completion of the CDMP examination, candidates will be awarded certificates under the auspices of the International Disability Management Standards Council. Candidates must also sign a statement of agreement indicating that they agree to uphold the Ethical Standards and Professional Conduct. Individuals who have been awarded certificates are entitled to use the official designation mark Certified Disability Management Professional (CDMP) as long as they maintain their certification.

Like most professional certification bodies, the International Disability Management Standards Council requires you to prove on an annual basis that you have been working in the field of disability management and that you are engaged in professional development. You must also complete and sign a statement agreeing to abide by the *Ethical Standards and Professional Conduct* and pay an annual membership fee (£50 if you hold an existing professional registration; e.g., HCPC, £100 if you have no other professional registration).

Maintaining certification requires Certified Disability Management Professionals to maintain and enhance their competency and currency in the disability management field by continually: meeting specific professional criteria; investing in a valuing ongoing professional development; and abiding by the ethical standards and professional conduct in disability management.

It is important that Certified Disability Management Professionals adhere to such requirements, because it signals that you are aware of and support efforts to attain best practices in your profession, and that you take your work seriously – thus making you more credible and valuable to relevant stakeholders. It also helps to show that your commitment to these requirements does not end after certification.

For More Information on the International opportunities please refer to information available of the various websites;

In Canada:
National Institute of Disability Management and Research
202 – 830 Shamrock Street
Victoria
BC
V8X 2V1
Tel: 250-386-4388
Email: nidmar@nidmar.ca
www.nidmar.ca

In Australia:
Personal Injury Education Foundation
www.pief.com.au

In Austria:
Federation of Workers Compensation Boards (DGUV)
www.disability-manager.de

In Belgium:
Prevent
www.prevent.be

In France:
Prevent
www.prevent.be

In Germany:
Federation of Workers Compensation Boards (DGUV)
www.disability-manager.de

In Hong Kong:
The Occupational Safety and Health Council of Hong Kong
www.oshc.org.hk/eng/about_us/about_us.asp

In Ireland:
Gandon Enterprises
www.rehab.ie/gandon

In Luxembourg:
Prevent
www.prevent.be

In Netherlands:
Prevent
www.prevent.be

In New Zealand:
Accident Compensation Corporation
www.acc.co.nz

In Switzerland:
Federation of Workers Compensation Boards (DGUV)
www.disability-manager.de

In United Kingdom:
Well Working Matters
www.wellworkingmatters.co.uk

Career Opportunities in a Growing Field

This rapidly expanding field offers you the opportunity:
- For career advancement in a field with a shortage of highly skilled practitioners.
- For meaningful mid-career change that builds on your education, skills and experiences.
- To improve employability and salary potential.
- To gain credentials that are internationally recognised and respected.
- To establish your own business offering disability management solutions to organisations that outsource these services.