CORE COMPETENCIES
For The Profession Of Rehabilitation Counselling
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Core Competencies for the Profession of Rehabilitation Counselling

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The Core Competencies outlined in this document were endorsed by the National Executive Committee of the Australian Society of Rehabilitation Counsellors Inc. on November 13, 2008.
Introduction

The profession of Rehabilitation Counselling is grounded in human rights, the value of work, the importance of community integration and a partnership with persons with disabilities. The philosophical approach is a belief in, and active promotion of, a society in which persons with disability or disadvantage share equally in the opportunities and benefits that society has to offer.

Rehabilitation counselling has existed in Australia since the late 1960s but became more formalised and recognised through tertiary training programs in the mid 1970s. The initial focus of the profession was on the performance of administrative tasks aimed at facilitating the return of persons with disabilities to work. At that time rehabilitation counsellors were called “vocational counsellors” or “vocational rehabilitation counsellors”. The early 1980s saw the emergence of the currently used title “rehabilitation counsellor”.

There have been many changes in the nature of, and approach to, the provision of services to people with disabilities in relation to work, community and independent living since the Core Competencies for the Profession of Rehabilitation Counselling were first developed in 1995. Today we see the employment of Rehabilitation Counsellors in a number of different organisations, performing different functions especially within the occupational and vocational rehabilitation sector. Different populations are being served and there has been increased emphasis on management and prevention of injury and disability not just rehabilitation. Competencies of any profession need to reflect change in the profession in order to be considered relevant and contemporary. This revision of the Core Competency document has attempted to address those critical changes in the profession of rehabilitation counselling over the past decade plus.

The title Rehabilitation Counsellor is a more appropriate label reflecting the variety of tasks now performed by rehabilitation counsellors and consequently a need to possess a diverse range of skill and knowledge to support the performance of these tasks and duties.
The Core Competencies for the Profession of Rehabilitation Counselling outline in detail the specific nature of the skills and knowledge required to perform effectively in the role of a Rehabilitation Counsellor. The document reflects the true diversity of the rehabilitation counselling profession as it now exists.

The core competencies serve as a model to:

- Employers in determining who best to employ to perform the jobs within their agency or service;
- Educators in determining appropriate training curricula for rehabilitation counselling;
- Rehabilitation counselling professional associations to assist in providing a framework for the ongoing supervision and professional development of rehabilitation counsellors.
Framework for the Competencies

The competencies reflect the skill and knowledge deemed to be integral to the performance of rehabilitation counselling services in the diverse settings in which rehabilitation is now provided. However it must be recognised that not all skills and/or all knowledge will be required for each and every rehabilitation counselling position.

ASORC, and the rehabilitation industry generally, has highlighted that certain competencies are of prime importance in specific work environments. This issue is addressed in supervision documentation available from ASORC. It is ASORC’s opinion however, that ideally all competencies should reside in any individual at an acceptable level if that person wishes to call themselves a Rehabilitation Counsellor.

The utility of these core competencies is significant. Education facilities purporting to train rehabilitation counsellors should ensure that the skill and knowledge inherent in these competencies is being taught to students. ASORC uses these competencies to accredit tertiary training programs in rehabilitation counselling. Employers are also encouraged to use the competencies as a basis for employment and ongoing review of rehabilitation counselling employees. ASORC uses the core competencies as a basis for the supervision program offered to Associate members in order to allow them to acquire the skills and knowledge necessary to progress to Full membership of the Society.

The competencies are presented in two distinct categories namely:

1. **Underpinning or Core Competencies** - which are deemed to be basic skill or knowledge essential for the provision of effective human services to persons with a disability or disadvantage irrespective of the specific nature of the disability, disadvantage or the service provided.
2. **Rehabilitation Counselling or Work Environment Specific Competencies** - which are deemed to be a skill or knowledge required to be able to provide effective rehabilitation counselling services to clients irrespective of the disability, treatment or community setting.

The framework for the Core Competencies is as follows:

**Underpinning or Core Competencies:**

1. Psychosocial Foundations of Behaviour
2. Rehabilitation Theory and Philosophy
3. Knowledge of Disability and Disadvantage
4. Case and Caseload Management
5. Legal & Policy Aspects of Disability, Disadvantage and Rehabilitation
6. Community Liaison and Consultation
7. Research and Evaluation

**Rehabilitation Counselling and Work Environment Specific Competencies:**

8. Rehabilitation Counselling Professional Attitudes and Behaviour
9. Vocational Assessment
10. Vocational Counselling
11. Vocational Training and Job Placement
12. Counselling and Interpersonal Skills
13. Independent Living and Avocational Counselling and Placement
15. Life Care Planning
In addition to the competencies outlined above Rehabilitation Counsellors need to possess a specific set of personal qualities. Some of these qualities are inherent in the skill and knowledge associated with some of the competency areas. Other qualities however are additional to those reflected in the competency areas. In general terms effective Rehabilitation Counsellors should demonstrate all of the following:

- An interest in and empathic understanding of people
- A belief in and the capacity to empower people and promote self management
- A well developed social conscience
- Creativity and lateral thinking
- Problem solving and strategy formation skills
- Flexibility and a positive attitude to change
- Perseverance and resilience
- Objectivity
- Effective written and oral communication skills
- Confidence and self esteem
- Innovation
- A results focused approach
Underpinning or Core Competencies

Basic skill or knowledge essential for the provision of effective human services to persons with a disability or disadvantage irrespective of the specific nature of the disability, disadvantage or the service provided.

1. Psychosocial Foundations of Behaviour

An understanding of the nature and needs of the individual, at all developmental levels, from a psychological and sociological perspective.

Knowledge and Skill

1.1 Demonstrate an understanding of life span theories of human development.
1.2 Demonstrate an understanding of personality theory.
1.3 Demonstrate an ability to isolate the psychological and social factors which determine abnormal behaviour.
1.4 Demonstrate an ability to utilise learning theory to explain client behaviour and to develop strategies for behaviour change.
1.5 Demonstrate an awareness of the impact of cognitive functioning on client functioning with regard to behaviour, performance and coping ability.
1.6 Demonstrate an awareness of the impact of social issues and trends on rehabilitation practice and on individual behaviour.
1.7 Demonstrate an awareness of the impact of gender, race and class on individual behaviour and access to opportunity.
1.8 Demonstrate an understanding of the ways in which differing psychological characteristics and sociological backgrounds can be a source of conflict.
1.9 Demonstrate an awareness of conflict resolution methods.
2. Rehabilitation Theory and Philosophy

An understanding of the historical emergence and development of the concept of rehabilitation and the impact this has had on the provision of rehabilitation services.

Knowledge and Skill

2.1 Demonstrate an understanding and acceptance of the importance of rehabilitation to the persons with disability.

2.2 Demonstrate an understanding of the contribution of major philosophical developments to the provision of services to persons with disabilities including independent living, consumer power, equal employment opportunity, affirmative action, industrial democracy, access and equity.

2.3 Demonstrate an understanding of the impact of economics and fiscal management on the practice of rehabilitation.

2.4 Demonstrate an understanding of rehabilitation terminology and concepts.

2.5 Demonstrate an awareness of the impact of the organisation’s overall orientation on its service provision (eg public, private not for profit and private for profit rehabilitation service providers).

2.6 Demonstrate an understanding of the stages in the rehabilitation process and key professionals and their key roles and responsibilities within each of the integral stages.

3. Knowledge of Disability and Disadvantage

An understanding of the causes of disability, the resultant conditions and the impacts of disability on individual functioning in social, educational and vocational environments.

Knowledge and Skill

3.1 Demonstrate an awareness of the differences between disability, functional limitations and handicap.
3.2 Demonstrate a basic understanding of the medical aspects and implications of major disability groups.
3.3 Demonstrate an awareness of appropriate medical interventions for major disability groups.
3.4 Demonstrate an understanding of the psychosocial impacts of disability.
3.5 Demonstrate an understanding of the cognitive impacts of certain disability groups.
3.6 Demonstrate an awareness of the societal reaction to disability in general and to particular disability groups.
3.7 Demonstrate an understanding of the cultural reactions to disabilities in families and in societies at large.
3.8 Demonstrate an ability to use cross cultural skills when working in areas with significant numbers of clients from different ethnic backgrounds.
3.9 Demonstrate an awareness of the attitudinal barriers experienced by persons with disabilities.

4. Case and Caseload Management

An understanding of the importance of case management and caseload management to the effective provision of rehabilitation services together with an awareness of the strategies used to ensure that the level of management exercised with individual cases and caseloads ensures efficiency and effectiveness.

Knowledge and Skill

4.1 Demonstrate an awareness of the difference between case and caseload management and the impact that each may have on the other.
4.2 Demonstrate an ability to integrate, interpret and evaluate medical, educational, social, psychological and vocational information about clients in order to make eligibility decisions and to determine rehabilitation counselling interventions.
4.3 Demonstrate an ability to determine appropriate assessment methods for individual clients.
4.4 Demonstrate an ability to effectively process assessment information in order to develop realistic and measurable goals, which are in line with individual client need.
4.5 Demonstrate an ability to identify and prioritise key issues and problems with individual clients.
4.6 Demonstrate effective and innovative rehabilitation and return to work planning, injury management and rehabilitation service provision.
4.7 Demonstrate an ability to use information external to the client in determining the most realistic and accessible rehabilitation or return to work goal (eg labour market, work environment).
4.8 Demonstrate a commitment to client participation in rehabilitation planning and understanding of the rehabilitation program.
4.9 Demonstrate professional judgement and an ability to confront expressed unrealistic client expectations and needs.
4.10 Demonstrate an ability to effectively use community resources as part of a client’s rehabilitation and/or return to work.
4.11 Demonstrate effective monitoring, review and continual evaluation of rehabilitation and/or return to work.
4.12 Demonstrate an ability to maintain appropriate and efficient documentation of service provision.
4.13 Demonstrate an ability to write formal reports which are clear, concise and logical in the development of an argument and which conclude with specific recommendations that can be implemented.
4.14 Demonstrate effective decision-making and problem solving and an ability to modify rehabilitation plans and strategies as required.
4.15 Demonstrate appropriate negotiation, liaison and advocacy skills as required in the case management process.
4.16 Demonstrate the ability to exercise responsible expenditure in relation to rehabilitation service provision.
4.17 Demonstrate an ability to assess the quality of the work of consultant/sessional assessors and treatment staff.
4.18 Demonstrate an ability to effect change in the service provided by outside consultants to more closely meet the needs of individual clients or your service in general.
4.19 Demonstrate good time management skills.
4.20 Demonstrate an understanding of the dynamics of case flow (e.g. expected duration of each stage of the rehabilitation process) and the fundamentals of caseload management (throughput, efficiency, resource allocation, organisational goals and performance indicators; mix of disability types; mix of cases in various stages of the rehabilitation process).

4.21 Demonstrate an awareness of the impact of other variables (e.g. individual client circumstances; styles and work methods of other professionals; personal challenges and characteristics; organisational constraints) on case and caseload management.

4.22 Demonstrate an awareness of the impact of changes in legislation and government policy on case management practices and be able to adopt strategies to be effective in dealing with such change.

4.23 Demonstrate an awareness of the need to monitor the durability of the rehabilitation or return to work outcome through effective follow-up.

4.24 Demonstrate a capacity to identify when the rehabilitation program is complete and implement closure procedures to the satisfaction of all parties.

4.25 Demonstrate an awareness of the internal and external sources of change for both the counsellor and the organisations and how these changes may impact upon professional service provision.

4.26 Demonstrate an appreciation of customer requirements – working with contracts, expectations, results focused etc.

5. Legal and Policy Aspects of Disability, Disadvantage and Rehabilitation

An understanding of the legislation that impacts upon the provision of health, welfare and rehabilitation services for persons who are disadvantaged or who have disabilities.

Knowledge and Skill

5.1 Demonstrate an awareness of general legislation and government policy pertaining to disability and the provision of rehabilitation and employment services.
5.2 Demonstrate an awareness of legislation and government policy pertaining to the rights of individuals with disability or disadvantage.
5.3 Demonstrate an awareness of state and federal industrial relations legislation.
5.4 Demonstrate an understanding of relevant accident compensation schemes (eg workers compensation, motor accidents).
5.5 Demonstrate an understanding of the relevant service and support programs developed as a result of government policy and legislation pertaining to disability and disadvantage (eg home care services, secondary treatment provision – counselling, dental, etc).

6. Community Liaison and Consultation

An understanding of the importance of consultation and liaison to the overall success of a rehabilitation agency and to individual clients of the agency, together with the possession of skills which positively promote the agency and its clients in the community.

Knowledge and Skill

6.1 Demonstrate the ability to develop effective relationships with training institutions, government departments, welfare agencies, referral sources, solicitors, employers, accident compensation schemes, insurance companies, providers of government employment services and treating health professionals.

6.2 Demonstrate an ability to work effectively with a range of professional and non professional staff and to develop an extensive communication and service network.
6.3 Demonstrate an ability to participate effectively in meetings involving outside agencies.
6.4 Demonstrate an ability to modify existing services to meet the specific needs of individual clients.
6.5 Demonstrate ability to present relevant information at community forums and marketing ventures for the rehabilitation agency.
6.6 Demonstrate an ability to develop collaborative services involving the linking of community agencies.

7. Research and Evaluation

An understanding of research in the rehabilitation field and appropriate evaluation of a rehabilitation service and/or the development of a new service.

Knowledge and Skill

7.1 Demonstrate an ability to critically read and critique rehabilitation research.
7.2 Demonstrate an awareness of the procedures involved in evaluating the effectiveness of rehabilitation counsellor services.
7.3 Demonstrate an ability to design research projects and to carry out a needs assessment.
7.4 Demonstrate an ability to design effective programs for the provision of rehabilitation services and to be able to implement these programs.
7.5 Demonstrate an ability to carry out a program evaluation.
7.6 Demonstrate an awareness of the legal and ethical issues in research.
7.7 Demonstrate an awareness of the utility of computers in data management and analyses.
Rehabilitation Counselling or Employment Specific Competencies

A skill and/or knowledge required in order to be able to provide effective rehabilitation counselling services to clients irrespective of the disability, treatment or community setting.

8. Rehabilitation Counselling Professional Attitudes and Behaviour

An understanding of the professional roles and functions, professional goals and objectives, professional associations, professional training, ethical behaviour and professional conduct appropriate to the profession of Rehabilitation Counselling.

Knowledge and Skill

8.1 Demonstrate an awareness of the roles and competencies of the rehabilitation counselling profession and be able to apply them to the work setting.

8.2 Demonstrate an awareness of the core competencies of other professionals involved in the provision of service to persons with a disability or disadvantage and a recognition where the client is best served by other professionals with alternate skill bases.

8.3 Demonstrate awareness that as individuals, rehabilitation counsellors need to recognise their own personal skill limits/boundaries and take appropriate actions.

8.4 Demonstrate a commitment to the Rehabilitation Counselling profession through involvement in the Australian Society of Rehabilitation Counsellors Inc. (ASORC).

8.5 Demonstrate an awareness and understanding of the Code of Ethics of the Australian Society of Rehabilitation Counsellors.

8.6 Demonstrate professional conduct consistent with the ASORC Code of Ethics.

8.7 Demonstrate a commitment to seek feedback from clients and feedback, or supervision, from peers or ASORC either through its Executive or through an individual “Full” member of the Society.
8.8 Demonstrate professional competence through the acquisition of rehabilitation/rehabilitation counselling specific tertiary training.

8.9 Demonstrate a commitment to improving professional competence through reading professional journals or through attendance at continuing education sessions or conferences.

8.10 Demonstrate a commitment to improving professional competence by providing supervision, acting as a coach or mentor or electing to induct new rehabilitation counselling staff.

9. Vocational Assessment

An understanding of vocational assessment strategies including the essential areas to assess, the means by which assessments are carried out and the utilisation of vocational data to generate realistic vocational options with clients.

Knowledge and Skill

9.1 Demonstrate an ability to isolate transferable skills from the client’s previous educational, vocational and avocational activities.

9.2 Demonstrate an ability to determine if vocational options can be generated from an analysis of transferable skills or whether further specific vocational assessment is required.

9.3 Demonstrate an ability to use additional assessment data to expand the initially identified skill base and to generate appropriate vocational options.

9.4 Demonstrate an ability to select, administer and interpret aptitude and ability tests.

9.5 Demonstrate a basic understanding of job specific methods of client assessment.

9.6 Demonstrate an ability to select, administer and interpret measures of occupational interests, work values and work personality.

9.7 Demonstrate an awareness of the appropriateness or otherwise of different assessment methods for differing client populations.

9.8 Demonstrate an ability to write vocational assessment reports which include data on transferable skills, expressed and assessed interests,
work values and work personality, functional limitations and the potential for work or training, which are logical in their development of an argument and conclude with specific and realistic recommendations for implementation.

9.9 Demonstrate an ability to use assessment information to generate acceptable and accessible vocational options for the client.

9.10 Demonstrate an ability to identify appropriate training requirements for vocational option recommendations and provide information on sourcing training options.

9.11 Demonstrate an ability to provide local labour market analysis for recommended vocational options.

9.12 Demonstrate an ability to utilise technical resources and computer based applications in regard to all aspects of vocational assessment and recommendations.

9.13 Demonstrate an understanding of the return to work hierarchy.

10. Vocational Counselling

An understanding of the vocational choice process as it relates to persons with disability or disadvantage and the ability to use client generated and formal assessment information to determine realistic vocational options for clients with disability and disadvantage.

Knowledge and Skill

10.1 Demonstrate an awareness of the theoretical underpinning of vocational choice and the factors that determine actual vocational choices.

10.2 Demonstrate an understanding of the importance of work adjustment theory to the ultimate success of a vocational choice (eg a match between the workers’ skills and needs and the demands and rewards of jobs).

10.3 Demonstrate an awareness of the need for clients to have a vocational identity or preparedness to contemplate vocational exploration before embarking on a process of vocational redirection.
10.4 Demonstrate an ability to isolate all of the relevant barriers to job choice and labour market reintegration for clients.

10.5 Demonstrate an ability to counsel clients to select jobs, which are consistent with their interests, aptitudes, abilities, labour market information and functional capacities.

10.6 Demonstrate an ability to confront clients with observations about inconsistencies between their vocational choice and what is known about their abilities and interests.

10.7 Demonstrate an understanding of the importance played by non-work activities in the development of potential vocational options.

10.8 Demonstrate an ability to clarify for clients the positive and negative aspects of particular vocational choices.

10.9 Demonstrate an ability to use written, computer and experiential information about jobs to generate realistic options for discussion with clients.

11. **Vocational Training and Placement**

An understanding of the issues involved in securing appropriate vocational training for clients and the skills necessary to negotiate and develop both training sites and actual work placements for people with a disability and/or disadvantage.

**Knowledge and Skill**

11.1 Demonstrate an ability to use systematic approaches to the location of job leads that the client or counsellor can investigate.

11.2 Demonstrate an ability to determine the degree of direct placement intervention required and/or the extent to which clients can be trained to secure their own employment.

11.3 Demonstrate an ability to use supportive counselling techniques to prepare clients for the requirements of job seeking.

11.4 Demonstrate the ability to instruct clients in job seeking skills individually or through job preparation programs/groups.

11.5 Demonstrate an ability to use labour market information to locate, obtain and progress employment for clients.
11.6 Demonstrate an ability to locate jobs and training courses which are in line with the client’s expressed and assessed interests and abilities.

11.7 Demonstrate knowledge of local formal training opportunities.

11.8 Demonstrate a structured approach to job development and employer contact activities.

11.9 Demonstrate an ability to arrange appropriate on the job training.

11.10 Demonstrate a general awareness of the types of assistive devices that can be used by clients to improve their chances of success in training.

11.11 Demonstrate ability to “market” clients to employers by highlighting the client’s abilities and additionally the services that can be offered by the organisation to support the employer and client.

11.12 Demonstrate an ability to carry out a thorough job analysis of potential work options for clients.

11.13 Demonstrate an awareness of the specific ways in which jobs may be modified or restructured to better accommodate persons with disability or disadvantage.

11.14 Demonstrate an awareness of government and non-government schemes, policies, incentives and strategies that can be used to support clients in employment and training (financial or otherwise).

11.15 Demonstrate an ability to develop job retention/maintenance skills in clients.

11.16 Demonstrate an ability to work with employers in order to support employees post placement including early identification of difficulties in the workplace.

12. **Counselling and Interpersonal Skills**

An understanding of counselling theories and techniques and a recognition of the importance of developing an effective counselling relationship in order to maximise client gains and outcomes.

**Knowledge and Skill**

12.1 Demonstrate an ability to engage the client and to establish rapport.

12.2 Demonstrate an ability to maintain professional distance from the client by remaining objective and supporting client independence.
12.3 Demonstrate an ability to use effective counselling skills (attending, listening, reflecting, probing, questioning, challenging, confronting, motivating, interpretation and summarisation).

12.4 Demonstrate empathy, genuineness and respect in interactions with clients.

12.5 Demonstrate an ability to counsel at a contextually relevant level (in terms of age, gender, marital status, family situation, ethnic background, language skills, education, occupation and disability).

12.6 Demonstrate ability to counsel clients with regard to emotional reactions to disability.

12.7 Demonstrate an understanding of the impact of disability on psychological functioning and adjustment.

12.8 Demonstrate an ability to plan and construct individual and/or group counselling sessions with clients.

12.9 Demonstrate an ability to explore client needs for individual, group or family counselling across varying levels of complexity.

12.10 Demonstrate an ability to assist clients in understanding stress and in utilising mechanisms of coping.

12.11 Demonstrate an ability to identify the client’s underlying motivations and incentives.

12.12 Demonstrate an ability to terminate counselling with clients or to assist clients to terminate counselling at an appropriate stage.

13. Independent Living and Avocational Counselling and Placement

An understanding of the unique set of issues involved in the assessment planning and resettlement of clients who present with problems, which are not consistent with the development of vocational goals.

Knowledge and Skill

13.1 Demonstrate an understanding of the key concepts in independent living rehabilitation eg least restrictive alternative, consumer power and advocacy and the way in which this differs from vocational rehabilitation.
13.2 Demonstrate an ability to adequately assess the functional, mobility, social, psychological and recreational needs of clients with disabilities, which preclude a return to work activity.

13.3 Demonstrate an ability to develop avocational lifestyle plans for clients.

13.4 Demonstrate ability to counsel clients towards adjustment to avocational lifestyles.

13.5 Demonstrate an awareness of the changing roles that often eventuate from avocational lifestyles.

13.6 Demonstrate an ability to understand the disincentives to employment for certain clients.

13.7 Demonstrate an ability to assist clients to access financial management services when leading avocational lifestyles.

13.8 Demonstrate an awareness of local community resources (social, educational, recreational) that can be utilised to meet the needs of avocational or independent living clients.

13.9 Demonstrate an ability to isolate service gaps for avocational clients and to lobby for the development of such services.

13.10 Demonstrate an ability to work closely with disability consumer groups.

13.11 Demonstrate an awareness of the role that technology plays in avocational and independent living rehabilitation.

14. **Injury Prevention, Injury Management and Disability Management**

An understanding of the key issues associated with both the prevention of injury and disability and the strategies used to manage and accommodate injury and disability in community and work settings once it has occurred.

**Knowledge and Skill**

14.1 Demonstrate an understanding of the relevant legislation(s) pertaining to accident compensation schemes (e.g., workers compensation and motor vehicle accidents) in the state of residence.
14.2 Demonstrate an understanding of occupational health and safety legislation and the need for injury prevention and education strategies in workplaces.

14.3 Demonstrate an understanding of employer-based disability management for workers with disabilities unrelated to accident compensation schemes.

14.4 Demonstrate recognition of both the physical and psychosocial components of injury and disability management.

14.5 Demonstrate an ability to understand insurance claims processes and the focus of claims management responsibilities in accident compensation schemes.

14.6 Demonstrate an understanding of the psychosocial benefits relating to the early return to work of injured workers.

14.7 Demonstrate an awareness of the potential need to assess workplaces with regard to interpersonal dynamics and to consult with staff and other employees when arranging the return to work of an injured worker.

14.8 Demonstrate an understanding of the economic drivers underpinning prevention and injury management services including early return to work for injured workers.

14.9 Demonstrate an understanding of varying approaches to return to work for workers injured in the workplace (e.g., graduated return to work, alternative duties, selected duties).

14.10 Demonstrate an ability to negotiate with all relevant parties a successful return to work for injured workers including issues such as graduated return to work and selected duties and the need for consideration of the impact on other workers within the workplace.

14.11 Demonstrate an ability for early identification of redeployment opportunities for the injured workers in line with the return to work hierarchy.

14.12 Demonstrate an awareness of the potential need for conflict resolution in the workplace prior to the return of an injured worker and development and implementation of a successful return to work plan.

14.13 Demonstrate the ability to negotiate the implementation and cost of specific rehabilitation services.
14.14 Demonstrate the ability to gain agreement on rehabilitation plans from all relevant parties.

15. **Life Care Planning**

An understanding of the issues associated with serious injury and the strategies required in providing adequate lifetime services to those who are subject to such injury.

**Knowledge and Skill**

15.1 Demonstrate an appreciation for the long-term effects of serious injury and an understanding of the diverse nature of the impacts of serious injury.

15.2 Demonstrate an ability to develop appropriate rehabilitation plans and programs which involve utilisation of a range of services over many years.

15.3 Demonstrate an ability to work with families and significant others in terms of structuring their lifestyles around providing long-term care and support roles to seriously injured persons.

15.4 Display knowledge of the available services locally to allow those with serious injury to lead meaningful lives.

15.5 Display knowledge of the support and respite services available locally to support the injured individual and their significant other(s).

15.6 Demonstrate an ability to contribute to government policy and planning with regard to people who have whole of life needs.

15.7 Demonstrate an ability to respond expeditiously to requests for rehabilitation service provision to emergency cases resulting in serious injury.
Glossary of Terms

Avocational Rehabilitation
A series of planned and managed interventions and services based on appropriate assessment of the client who is not employable, which are aimed at providing meaningful non-vocational activity as an alternative to work.

Disability
A condition of impairment, either physical or mental having an objective set of symptoms or conditions which can be described and measured and together characterise this disability.

Disability Management
Advice or services provided to employers to assist them in dealing more effectively with accident, illness and injury in the workplace. Also incorporated is the provision of advice on reducing the incidence of disability in the workplace.

Functional Limitation
A specific negative effect imposed upon the performance of tasks or activities (work related or otherwise) which result from particular disabilities.

Graduated Return to Work
A gradual increase in both the time spent at work and the duties performed by an injured worker or by clients who have been out of the workforce for a considerable period of time. The gradual increase recognises the need of the client to adapt to the workplace or to build up stamina in a managed way over a longer period of time.

Handicap
The cumulative effect of the obstacles which disability interposes between the individual and his/her maximal functioning level. A measure of loss of capacity to fulfil any desired life role be it vocational, social, educational or familial.
Impairment
Any disturbance in the normal structure and functioning of the body either mental or physical.

Independent Living Rehabilitation
A series of planned and managed interventions and services based on an appropriate assessment of clients usually with severe disability or disadvantage, which are aimed at increasing the physical and social independence of the client.

Occupational Rehabilitation
A series of planned and managed interventions and services based on appropriate assessment of client needs which are aimed at maintaining or reinstating an injured worker at his/her place of employment.

Rehabilitation Plan
A document prepared with the client which outlines the goals of any rehabilitation program. The plan also outlines the services to be provided, who will provide those services, the time frame on the provision of those services and an approximate cost for the rehabilitation program.

Return to Work Plan
A document which outlines the responsibilities of the client and the employer in relation to the worker’s return to work following injury. Such a plan may outline selected duties, alternate duties or a graduated return to work.

Selected Duties
An employee’s usual duties modified to eliminate those tasks which may aggravate illness, injury or disability. Duties selected from the employee’s usual range of duties which are compatible with his/her current physical and cognitive constraints.
Transferrable Skills
Skills which are common to numerous jobs and which therefore can be potentially transferred to a new job following the onset of disability, providing the client is not functionally limited in the performance of this skill.

Vocational Assessment
A thorough review of the client’s abilities, aptitudes, transferable skills, interests, work values and personality characteristics following onset of disability. This information is integrated with labour market information in order to generate feasible and available alternate job options.

Vocational Identity
Being in a state whereby the client sees themselves as employable and is motivated to return to work and therefore is able to process effectively and quickly information that is provided about themselves and occupations. This state leads to relatively untroubled decision making on the part of the client.

Vocational Rehabilitation
A series of planned and managed interventions and services, based on appropriate assessment of the client with disability or disadvantage which is aimed at utilising the residual vocational skills of the client, usually in a new vocational area.

Work Personality
The set of vocational abilities and needs expressed by the client.

Work Values
Aspects of jobs other than the subject matter which influence whether people will select the job in the first instance and whether they will find satisfaction in the job in the longer term e.g. money, work surroundings, promotion.