



Helping clients to better understand and deal with disabilities and incapacity in the work place

The Right Integrated Solution for you

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The Collective

3rd Edition

"Because managing disability in the workplace is a collective process"

December 2009

THE LESSONS OF 2009,

Season's Greetings! So we have reached the end of 2009. Finally 2010 and the long awaited FIFA World Cup is around the corner. No more endless road works and more importantly no more recession! ☺ But is there anything positive to say about 2009, a year regarded by many as a year of great challenge and adversity?

Well, the Welsh believe that "adversity brings knowledge and knowledge wisdom". So what great pearls of wisdom have I gained this year? Well, I had the opportunity to learn firsthand the obstacles one faces when trying to rehabilitate workers in a recession and the devastating effect that debt has on vocational potential (see article below) and, on a lighter note, I found out

about this great chair designed by a physiotherapist with all the right support in all the right places. Now you might be thinking a chair is a chair is a chair, but I've tried it and it has made a big difference to the chronic neck pain that has plagued me for what seems like an eternity. The chair comes with several endorsements from the chiropractic and osteopathic association, which is reassuring, especially to clients. The downside is that it costs between R2500 and R4150. If you're interested, visit: <http://www.ergotherapy.co.za> and give it a spin (you'll see what I mean when you visit the website).



DEBT – THE NAIL IN THE PROVERBIAL REHAB COFFIN

Coming back to those pearls of wisdom about debt and vocational potential. When we consider someone for a vocational rehabilitation or return to work program our "wisdom", so to speak, tells us to look at prognostic indicators for successful rehabilitation. Some of the indicators include social support structures that are in place, compliance and access to optimal treatment, level of insight into the medical condition, self esteem levels and of course motivation and opportunities to return to work. In addition to these factors, I'm starting to believe that we should be placing more emphasis on the credit rating of a candidate as a prognostic indicator, especially if one is considering a job-seeking program in the open labour market. For example, I am currently dealing with a talented, minimally impaired individual with appropriate equity status and a desired educational and vocational background, who is continuously being passed over for interviews. because he doesn't pass the credit rating check. In six months he has had only one interview to show for his numerous applications. The situation is perhaps compounded by the fact that the supply of skills in the market exceeds current demand; however, that being said, he has had several interested parties who have politely declined once they have performed an ITC check. My wisdom from this experience is to perhaps do an ITC check on candidates prior to engaging in rehabilitation and perhaps offer them debt counselling or assistance in managing their debt through an accredited institution before embarking on a job seeking program. Better yet, get proactive and get them into an incapacity support program with access to financial counsellors who can promote optimal financial management before they get blacklisted. Till next year, and the new found wisdom I'm sure it will bring, I bid you farewell, or in keeping with our Welsh theme, "Da bo ti" and "Nadolig Llawn!

"(Happy Holidays). *Heather Patton*

INSIDE THIS ISSUE

Welcome to the third edition of "The Collective", the official Remedy Room newsletter. In this issue, read about:

- The latest ergonomically designed office chair
- Debt – the affect it has on vocational potential and job-seeking

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REMEDY ROOM NEWS FLASH

Heather Patton, the managing member of Remedy Room is conducting a research study to define the selection criteria of occupational therapists by Life Assurers for work related assessments. 6 insurers have been interviewed countrywide. Results to be analysed by the end of Jan 2010. Watch this space for feedback

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