



CIM Employment

JOB IN JEOPARDY SERVICES



Who is CIM Employment?

- CIM Employment is a branch of The CIM Group- an occupational service and employment service provider in SE Queensland.
- CIM Health is our sister occupational rehabilitation provider.
- We offer tailored solutions to assisting people stay in work, recover from injury and assist in finding people work.
- Offices in Beenleigh, Gold Coast, Woodridge, Crestmead and Carina.



What is Job In Jeopardy (JIJ)

For people at risk of losing their job

- Due to Injury,
- Due to Illness,
- Or due to disability



What is Job in Jeopardy (JIJ)

JIJ is a Federally Government funded program with the intent of:

- Assisting employers retain their valued employees
- Promoting employer involvement with employees that have an injury, disability or health condition
- Providing employees with an injury, disability or health condition with another valuable avenue to maintain their employment with their current workplace



Who is Eligible?

- Currently employed
- Working a minimum of 8 hours per week on average over the previous 13 weeks
- Must be at risk of losing their job due to their disability, illness or injury



The JIJ Program

What can be expected from the program:

- Individually tailored program aimed at addressing the employees' workplace barriers that affect their workplace performance or capacity.
- Duration of the program is 26 weeks with the option of extending to 52 weeks if deemed necessary
- The program can provide a range of services including health interventions and workplace assistance



What Allied Health assistance can the Employee expect?

- Gym and Hydro programs
- Physiotherapy
- Podiatry
- Back Care Programs
- Nutrition Education
- Functional Capacity Evaluations
- Psychological Counselling
- Workplace Based support



What workplace services to expect

- Workplace Assessment- evaluate work tasks, physical/cognitive demands, barriers.
- Work task modification- education, pacing, graduated exposure.
- Workplace Modifications- plant and equipment
- Active communication with the employer/employee



What if JiJ isn't the right program for the Employee?

- Job Placement Services
- Host Employment Services
- Job Preparation Services
- Disability Management Service Program



Who can refer to JiJ Program

- Employer initiated referral
- Employee initiated self referral
- Medical practitioner
- Allied Health practitioner
- The insurer, at the end of workers compensation process
- Combination of all of the above



How to refer- Employer

- Identify “at risk” employee
- Discuss with employee the program and the benefits and provide Information Leaflet.
- Phone call to Provider to discuss the employee to determine if they meet initial eligibility criteria.
- Complete Employer Referral Form and send to Provider.
- An appointment will be arranged to meet with the employee and employer at a convenient time.



How to refer- Employee

- Employee recognises limitations that are impacting on work performance and feel that job is at risk.
- Can provide sufficient medical evidence to support limitations- medical or allied health reports, scans, compensation reports.
- Call Provider to discuss the program (confidential).
- If commenced without employer knowledge, need to complete additional documentary evidence form.



Hoops to jump through..

- Employee needs Customer Reference Number (CRN) from Centrelink- can be via phone or by attending Centrelink.
- Need to complete a Direct Registration Form at the initial meeting.
- An Employment Pathway Plan will be completed with the Provider at the initial meeting- forms a contract with the employee.
- A commitment to complete the six month program.
- Employer committed to maintain employment for 6 months.



Case Study

Workplace

- Warehousing Industry

Injury

- Lateral meniscus injury in the workplace, surgically repaired.
- Returned to work post surgery with reports of medial knee pain. Not able to upgrade to full duties.
- Employer sought to terminate employment with FCE
- FCE found the worker was not fit for duties but had not been fully rehabilitated and recommended JiJ
- JiJ commenced and employer accommodated on light duties for 6 months whilst client engaged in the JiJ program.

Support

- Support provided: physiotherapy services, exercise physiology services, tailored gym program, suitable duties program, manual handling review training.

Outcome

- Successfully returned to pre-injury role with a stable knee and no pain.



Case Study

Workplace

- 61 year old male worker in the manufacturing industry

Injuries and Health Conditions

- Fractured (L) femur in 4 places, osteoarthritis in the knees and the feet, severe obesity, hypertension, depression

Goal

- To improve functional capacity and movement capacity in the workplace

Current interventions

- Exercise physiology services and psychological support

Progression

- Increased walking tolerance, reduced pain medication, workplace have reported improved mood, improved capacity for work



Case Study

Workplace

- Hospitality

Conditions

- Diagnosis of depression and anxiety.
- Workplace referred to the Job in Jeopardy program as the employee had been unable to perform her duties to the level they required and was continually absent from work.
- Workplace reported that the employee was in fits of uncontrollable shakes and tears on days she attended work.

Goal of the program

- Improve mental health and improve work place capacity

Assistance Provided

- Psychological support
- Looking at a referral to an external counselling group i.e. anger management
- Gym Program

Progress to date

- Reduced anxiety
- Improve workplace capacity
- Initiated a gym membership



Any other requirements?

- Not receiving assistance from a Disability Employment Service
- Must be between the ages of 14 and 65
- Must be an Australian citizen or permanent resident
- Not on an open workers comp claim
- Must be able to obtain medical evidence
- Evidence from the employer as to why the job is in jeopardy with employee approval



What are the costs to the Employer/Employee?

The service is **FREE** to the Employer and Employee



May be some co-contribution for gym/pool access/medical costs to the employee.



PREFERRED PROVIDER ARRANGEMENTS

- Recent changes to Guidelines that allow employers to refer to preferred providers.
- This allows employees outside the referral boundary to access the Preferred providers program (with DSS approval).
- Requires an agreement with a Provider that can be submitted to DSS for consideration.



JIJ is also delivered by other DES-DMS providers across Australia

- To access a list of providers go to www.jobsearch.gov.au
- Then select the Job Seeker Tab
- Click on the find a provider link and navigate to your local area to find a provider



Australian Government
Australian JobSearch
An Australian Government Initiative

Home About Find a job **Job Seeker** Employer Help

Welcome to Australian JobSearch

Important Information for Job Seekers and Employers - please read the Job Seeker blog and Employer blog.

Find Jobs Jobs available: 43063

Keywords/postcode Location Occupation

Find a provider

ACT QLD
VIC NSW
SA WA
NT TAS

I AM A JOB SEEKER
CLICK HERE TO LOGIN/REGISTER

I AM AN EMPLOYER
CLICK HERE TO LOGIN/REGISTER

cim employment



Questions?

For more information go to
www.cimemployment.com.au

1300 133 758

Or contact

Christie Brennan - Exercise Physiologist

E: cbrennan@cimemployment.com.au

P: 0417 835 986

