

accent



Injury Management Services

We help businesses reduce and manage unnecessary HR distractions





Locations



Head Office

20 Belmore Street, Penrith NSW 2751

* Travel charges are regionally based and can be negotiated on a client by client basis

(All correspondence via head office)

20 Belmore Street
Penrith NSW 2750
P: 02 4731 5009



Evolution of Accent

Accent has been involved in the provision of services in the New South Wales Workers Compensation and OHS industries since its beginning.

Over time, in an increasingly complex industrial relations environment, the line between Workers Compensation and Industrial Relations, in the eyes of our employer clientele, began to blur.

Add to that the need of our employers to manage these issues within the broader context of their own operational strategy, often focusing on prevention and training to minimise costs. Accent began to help employers deal with Workers Compensation related productivity issues, premium reduction and the development of solid Human Resources policies, procedures and systems, to avoid litigation.

With the emphasis on workplace health and safety and the relationship this has on Human Resources, Accent has developed a suite of services to include Occupational Health and Safety, Learning and Development and general management consulting.

Accent's Mission

Our mission is three fold.

To assist businesses to develop and implement practical, valuable and timely solutions for every type of people / Human Resources issue that impacts the business and takes precious time away from its core functions.

To guide the individual employees of these businesses through the complexities of employment related matters with a focus on maintaining harmonious working relationships, improving performance and maximizing ability.

To provide comprehensive job seeking services for individuals, including training, vocational assessment, careers counseling and assisted job search services. Our simple approach is aimed at keeping job seekers motivated, empowered and engaged.



Don't accept a poor workers compensation culture in your business...

A positive and engaged injury management culture is important. To ensure your injured workers return to work faster you need to engage them and be committed to their work programs.

Many business owners don't think about workers compensation until there is an injury.

Then a number of factors that need to be considered:

How will this affect my premium?

Do I have suitable duties?

Could this happen again - was it preventable?

Do I have effective OHS systems?

How will this affect other staff?

How do I manage this process now?

Accent recognises the important function workers compensation has in Human Resources and the impact it can have in your workplace.

We'll help remove the workers compensation distractions in your business

Accent has a qualified team dedicated to and accredited to provide total workers compensation solutions for your workplace.

Accent can:

Manage your claims

Prepare return to work programs

Facilitate the rehabilitation process

Provide expertise in injury reduction and safety management





Injury Management Services

Accent offers a wide variety of services and assessments. Our service objective is to minimise the costs associated with claims management, and achieve a safe and durable return to work.

Accelerate

Accelerate is an early intervention based program, designed to review and implement an effective return to work program for a worker who has sustained a workplace injury.

Accelerate combines the following assessments / services over a total period of 5 weeks:

Initial / Workplace assessment review

Communication with Nominated Treating Doctor and treatment providers

Development of a return work program

Regular communication with all parties

Recommendations for ongoing support for Employer and Agents

Capped service rates

Initial Assessment

Examination of the workers injury, usual job and duties, current medical situation, education, employment history and workplace factors to determine, and establish, a plan to address the worker's and employer's rehabilitation needs.

Functional Assessment

Functional assessment provides an expert opinion on the physical functional ability and therefore the work capacity of an injured worker.

Return to Work Program

Preparation of a return to work plan that is signed by all key parties. The plan is used to facilitate an injured worker back to pre injury duties and hours.



Vocational Services

Where a worker cannot return to pre injury duties, Accent are able to provide services which:

Confirm the workers capacity

Identify realistic work options through a vocational assessment

Investigate the potential job vacancies

Identify pre injury income with potential income in the new occupation

Retraining through Section 53 submission

Resume building

Work Trials

Career Connections





Career Connections

A program that provides people with skills, resources, tips and support when looking for a new job, returning to the working world, or even starting a new job in a different industry.

Career Connections has been developed by industry experts whose goal is to provide the skills to anyone who needs help with writing a resume, locating a suitable industry, understanding job applications and even tips for an effective job interview.

The program can be delivered via group based sessions, online learning, or remote learning. All participants are provided with one on one support throughout the program, by industry experts.

Accent has achieved great success with over 90% of all participants obtaining employment within 3 months of completing the program

Occupational Health and Safety

For most business owners OHS and risk management is a time consuming, legislative requirement that is acted upon only when there is an issue. Accent can provide a range of services to assist with OHS training and awareness.

Services include:

OHS system reviews

OHS system development

Injury prevention plans

Safety mapping

Ergonomic consultation, workplace layout and design

OHS Audits (Legislative requirements with respect to occupational health and safety)

Worker health and morale

Our focus is to reduce your safety risks, by investigating, prevention of recurrences and identify opportunities to improve safe work practices.

Accent offers the following training courses:

Office Ergonomics Training

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Manual Handling

Hazardous Substances

Risk Assessment and Control

Pause gymnastics/exercises

Corporate Wellness

Resilience

HR Consulting

Staff issues such as conflict, grievances, poor performance and terminations are all issues that require quick and effective extinguishing...by you!

Performance reviews, key performance indicators and policy development also take your time away from your business.

Your people are usually your greatest asset but managing their needs and keeping them content in the workplace is a difficult task.

Accent has the expertise and a vast network to manage these issues for you. We have a team that supports your needs in all areas of HR including:

Industrial relations

Appraisals and performance reviews

Matching HR systems to your business plan

Setting key performance indicators

Selection, retention and termination

Workers compensation

Occupational Health and Safety

Staff development and training

Team Building days

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Management Consulting

Small distractions can accumulate to become a giant weight that you cannot budge. Being motivated to develop and grow your business therefore becomes harder and harder.

Managing the distractions, for some, can be motivation enough to keep going. However, for many business owners, the basic business principles can be left aside for too long.

Accent can help by providing you with a consulting and coaching service that will help you:

Re-establish your vision,

Find your passion for business

Re-set your goals

Learning and Development

Teams are increasingly being composed of mixed generations. From Baby Boomers to Gen X to Gen Y, each has their own distinct needs, skill sets and learning styles.

Diversity in training methods and systems is essential to ensure the best results, team synergy and value for money. As traditional methods of training are becoming less effective, organisations need to adopt a collaborative, hands-on, meaningful and networked approach to developing their staff. This does NOT mean a more expensive, time consuming, or difficult approach, it means the exact opposite.

The training and development of staff is an essential part of operating any business. Programs need to be carefully designed for your specific technical and logistical needs.

Accent, along with its training partners, work in collaboration with you to carefully analyse your training needs and desired business outcomes, recommending suitable coaching and / or group training options to ensure targeted and effective learning and development.

With a combined experience of over 100 years and continuing, Accent's trainers are armed with expert and current knowledge in their respective fields. Our Training programs have been developed over time, in response to changing industry, legislative and business requirements.



Accent is a partner of Macquarie Business Training Centre, which offers nationally accredited courses in

Cert IV – Training & Assessment

Front Line Management

Accents training courses include:

Fitness at Work

Building in Strength

Introduction to Return to Work Coordination (WorkCover accredited course)

Advanced Return to Work Coordination (WorkCover accredited course)

Career counselling

Accent also offers value added training, at no cost to our valued clients, which include:

Calculating & Understanding premiums

Claims Estimating

Legislative Guidelines

Importance of Early Intervention



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Contact Us

Accent is fully equipped and ready to respond to any of your Injury Management, Occupational Health and Safety, and, Learning and Development needs.

If you would like further information, regarding the services and training packages that we offer, please contact our head office and arrange an Accent visit or log onto our website for further information and online referrals.

Head Office:

Level 20 Belmore Street PENRITH NSW 2751

Phone: 02 4731 5009

Email: admin@accentonhealth.com.au

Website: www.accentonhealth.com.au

For more information and industry news Accent offers:

Accent on Employers

A newsletter targeted to employers, business owners, supervisors, managers and RTW coordinators that keeps you up-to-date with the latest in industry news and company updates.

Accent on Health

A newsletter targeted to workers compensation agents, CTP insurers and Solicitors that keeps you up-to-date with the latest in injury management, industry news and company updates.

To get your hands on a copy or to be added to the mailing list, email admin@accentonhealth.com.au or visit www.accentonhealth.com.au/newsletters



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