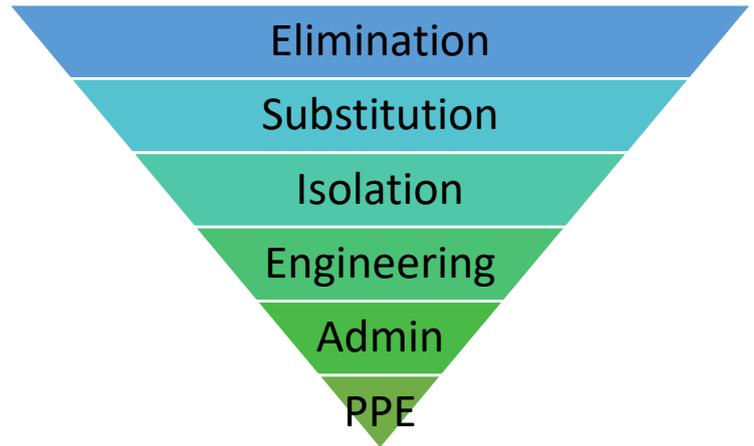


**Hierarchy of risk control:**

<b>Elimination:</b> 100% eradication of hazard
<b>Substitution:</b> Replace with lower risk one
<b>Isolation:</b> Physical separation from exposure
<b>Engineering:</b> Redesign to reduce consequences or likelihood
<b>Admin:</b> snr mgmt. commitment, supervision, policies and procedures, task rotation, variation, breaks, training, signage
<b>PPE:</b> Earmuffs, steel capped boots, gloves



**RTW Enablers and Barriers**

**Common:**

- |                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                              |
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| <ul style="list-style-type: none"> <li>- Education and training</li> <li>- Employment history</li> <li>- Transferrable skills</li> <li>- Literacy</li> <li>- Access to training</li> <li>- Family responsibilities</li> <li>- Social support</li> <li>- Pain</li> <li>- Drug and alcohol issues</li> <li>- Rural and remote issues</li> <li>- Financial stress</li> </ul> | <ul style="list-style-type: none"> <li>- Local job market demand</li> <li>- Job application skills</li> <li>- Living conditions</li> <li>- Transportation</li> <li>- Child care</li> <li>- Family support</li> <li>- General health</li> <li>- Violence</li> <li>- Coping skills</li> <li>- Optimism/ self-esteem</li> <li>- Communication skills</li> </ul> |
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**Flags**

Flag	Possible Interventions
<p><b>RED flag (physical)</b></p> <p>Signs of serious pathology:</p> <ul style="list-style-type: none"> <li>- Multiple traumatic injuries</li> <li>- Traumatic amputations</li> <li>- Unspecified lower back soft tissue injury</li> <li>- Pain levels no congruent with severity of injury</li> <li>- Poor pre-morbid physical health</li> <li>- Pre-existing medical conditions</li> </ul>	<ul style="list-style-type: none"> <li>- Clarify diagnosis and prognosis (possible referral to specialist)</li> <li>- Educate client on progression of recovery (medical and rehab)</li> <li>- Encourage lifestyle changes</li> <li>- Facilitate communication between health professionals</li> </ul>
<p><b>ORANGE flag (psychiatric)</b></p> <ul style="list-style-type: none"> <li>- Premorbid diagnosis</li> <li>- Non-compliance with medication</li> <li>- Personality disorders</li> <li>- Clinical depression</li> <li>- Manipulative behaviour</li> </ul>	<ul style="list-style-type: none"> <li>- Clarify existing conditions</li> <li>- Ensure treating Dr aware</li> <li>- Encourage pre-existing coping strategies and natural supports</li> <li>- Motivational interviewing</li> </ul>
<p><b>YELLOW flag (person-centred)</b></p> <ul style="list-style-type: none"> <li>- Negative self-talk</li> <li>- Pain focused</li> <li>- Premorbid diagnosis of anxiety</li> </ul>	<ul style="list-style-type: none"> <li>- Cognitive strategies to encourage rational thoughts and behaviour</li> <li>- Encourage active participation in decision making and rehab process</li> </ul>

<ul style="list-style-type: none"><li>- Over reliance on passive treatment modalities</li><li>- Doctor shopping for a cure</li><li>- Cultural/family beliefs</li><li>- Non-compliance with prescribed treatment</li></ul>	<ul style="list-style-type: none"><li>- Clear documentation</li><li>- Clear understanding of cultural beliefs and educate re: legal requirements</li></ul>
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