



FITNESS FOR DUTIES ASSESSMENT

EAP Plus

WHAT IS EAP PLUS?

Converge International provides your staff with access to our Employee Assistance Program (EAP) services via our 1300 687 327 phone line. We call this 'self-referred' because usually your employee makes the call themselves to access the service. An EAP is voluntary and fully confidential.

Sometimes an employee may need further assessment or support beyond that provided under your EAP. This is where the EAP Plus service may offer an ideal solution. You may elect to refer staff to Converge International for a range of manager-referred wellbeing assessment and support services.

In this flyer, we will introduce the EAP Plus Fitness for Duties Assessment.

WHAT IS A FITNESS FOR DUTIES ASSESSMENT?

Sometimes a member of your staff may have been absent from work for a significant period of time, generally after a period of illness, accident or poor mental health and there may be a lack of clarity about the optimal way to transition them back to work. It is at these times that you may need assistance with developing a plan for returning the individual to the workplace.

The Fitness for Duties Assessment will provide a plan for how to optimally transition an employee back to work in line with any medical guidelines or restrictions that may be in place.

The assessment will help to determine your employee's capacity to perform their role, including the mental and cognitive requirements of their job. Of course, the first priority in the assessment is to prevent injury or harm to the returning employee and aid a smooth and lasting return to work.

HOW DOES THE FITNESS FOR DUTIES ASSESSMENT SUPPORT YOUR STAFF?

Working with a neutral and independent consultant can greatly assist employees who may have barriers or fears about returning to work after a protracted absence from work with illness or injury. It also can aid any liaison that may be required with treating practitioners who are often pivotal in determining timing of the return to work and support of the associated transition plan.

HOW CAN YOUR STAFF ACCESS THIS SERVICE?

As this is an 'EAP Plus' service, all staff accessing the Fitness for Duties Assessment will be referred by their employer. All staff attendance and participation in this service is voluntary and underpinned by necessary consenting provisions at the time of referral. An online referral form can be accessed here:

www.convergeinternational.com.au/EAPPlus

LEARN MORE ABOUT CONVERGE INTERNATIONAL'S EAP PLUS SERVICES

You can find out more about EAP Plus services by speaking with your Converge International Client Relationship Manager.



MORE
INFORMATION

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