



Pictured: Wolfgang Zimmermann, Executive Director of the National Institute of Disability Management and Research (*centre*) with four of the seven Rehab Group employees who recently became the first people in Ireland to receive certification in disability management. They are (*left to right*) Hugh Cassidy, Operations Manager, Workability, Jane McCarthy, HR Business Partner, Rehab Enterprises, Niamh Byrne, Human Resources Manager, Rehab Enterprises, and Susan Slater, Workpath Facilitator, Rehab Enterprises.

Qualifying Success

S **EVEN REHAB GROUP** employees recently became the first people in Ireland to receive certification in disability management having sat the inaugural examination last May. They join the 700 other certified disability management professionals worldwide qualified to deliver return to work and disability management services for workers, employers, insurance providers and rehabilitation providers.

Until recently, there had been no professional qualifications in Ireland for disability management professionals with a return-to-work focus. However, the introduction by Rehab of the Certification in Disability Management (CDMP) provides a professional qualification for practitioners overseeing or delivering services for people returning to work having acquired an illness or a disability.

The internationally-recognised qualification was developed by the Canadian National Institute of Disability

Management and Research (NIDMAR) and has since been rolled out in Canada, Germany, the UK, Holland, Australia and China.

Rehab now holds the only licence to provide training in the Certificate in Disability Management in Ireland. The modular training programme is flexible and can be developed and delivered according to an organisation's needs. The 24 modules include topics such as injury prevention and health promotion, legislation and disability management, assistive technology, job analysis and managing the return to work process.

"Absenteeism has a serious and detrimental effect on the successful running of a business. In Ireland alone, it is estimated that more than €790 million was lost in 2007 due to absenteeism and related costs," says Mairead Conroy, Research and Development Officer, Rehab Enterprises. "For companies there are two courses of action to minimise these costs. Firstly, companies can

work to keep people at work and, secondly, they can work with people who are absent due to illness, injury or disability, to get them back to work in a safe and timely manner.

"For individuals, early return to work is essential because research has found that the longer a person is off work as a result of an acquired disability, the less likely they are to return to work in the long-term." ■

Who to contact

For further information please contact:



Mairead Conroy
Research & Development Officer
Rehab Enterprises

00353 1 205 7265
mairead.conroy@rehabenterprises.ie