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# INTERNATIONAL FORUM ON DISABILITY MANAGEMENT

'TRANSFORMING DISABILITY MANAGEMENT'

22 - 24 November 2016

Kuala Lumpur Convention Centre (KLCC)

Kuala Lumpur, Malaysia

[www.ifdm2016.com.my](http://www.ifdm2016.com.my)



## KEY NOTE SPEAKERS:



"The World's Future In Social Security"

**Mr. Hans-Horst Konkolewsky**  
Secretary General  
International Social Security Association (ISSA)



"Preventing Disability - The Way of The Future"

**Dr. Joachim Breuer**  
Director General  
German Social Accident Insurance (DGUV)



"Empowering Ability In Disability"

**Professor Dr. Mohammed I. Ranavaya**  
Professor and Chief  
Division of Occupational, Environmental and Disability Medicine, Joan C. Edwards School of Medicine, Marshall University



"Are We There Yet ?"

**Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed**  
Chief Executive Officer  
Social Security Organisation Malaysia (SOCSCO)



"The Malaysian Life"

**Mr. Harith Iskander**  
Malaysia's Premier Celebrity

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## CHAIRMAN'S WELCOME

Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed  
Chairman  
Organising Committee / Chief Executive Officer  
Social Security Organization Malaysia

On behalf of the Organising Committee, it is an honour to personally invite you to the International Forum on Disability Management (IFDM) 2016 in Kuala Lumpur, Malaysia.

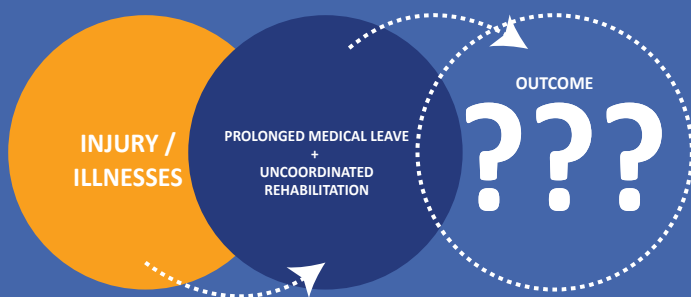
The IFDM 2016 'Transforming Disability Management' is a conference to look forward to as this conference is aimed to transform how Disability Management is perceived and implemented through a wider perspective of discussions, papers and experiences. Through this transformation, it is hoped that Disability Management will be implemented, enabling us to reach greater heights in our quest of reducing the negative impact of workers with injuries and illnesses through efficient and effective Disability Management strategies.

As the conference is being hosted in Kuala Lumpur, Malaysia-A City of Contrasts & Diversity, I trust that you will enjoy our hospitality and hope that you will take some time to enjoy a pleasant experience including towering skyscrapers, beautiful islands, ethnic villages, craft centres besides enjoying our gastronomical paradise.

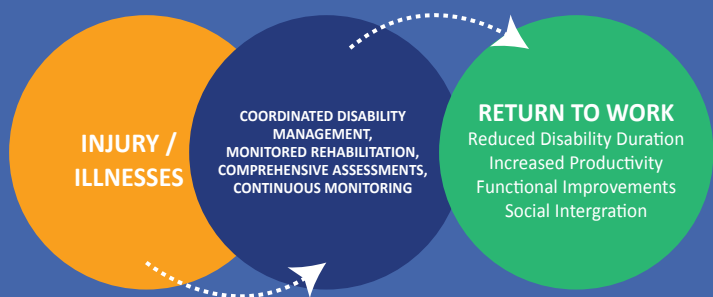
I very much look forward to meeting you in November 2016 !

## Why Attend the International Forum on Disability Management 2016?

TRADITIONAL APPROACH IN MANAGING  
WORKERS WITH INJURIES OR ILLNESSES



TRANSFORMATION THROUGH  
DISABILITY MANAGEMENT



The International Forum on Disability Management is an important forum for Human Resource Managers, Occupational Safety & Health Officers as well as Medical & Rehabilitation practitioners to keep abreast with the latest development in the management of workers with injuries or illnesses.

Looking at the traditional approach implemented when there is an injury or illness amongst workers, a common approach includes accepting prolonged medical leaves, attempt for medical retirement or termination in the worst case scenario due to not knowing how to manage them. This approach which is rather ineffective, not only causes great financial implications including high medical claims, cost of re - hiring and training of new workers, loss of man hours, but also includes the loss of skilled workers who are able to contribute to your organization provided effective Disability Management is implemented.

Disability Management is a coordinated process involving Case Managers, Disability Managers, Medical and Rehabilitation practitioners , Allied Health practitioners as well as employers. Through this process, disability duration of workers can be significantly reduced and enable workers with injuries or illnesses to return to work as soon and as safe as possible.

## SPEAKERS AT A GLANCE



**Prof. Thomas Geisen**  
Professor, Workplace Integration and Disability Management, School of Social Work, University of Applied Sciences and Arts Northwestern, Switzerland



**Dr. Eckehard Froese**  
Head of Department of Rehabilitation, VBG, Germany



**Nick Mingo**  
Claims Medical Specialist, Swiss Re Life & Health Australia, Australia



**Dr. Dipanwita Ghosh**  
Associate Professor, National Institute for Orthopaedically Handicapped, Kolkata, India



**Thomas Koehler**  
Managing Director, Berufsgenossenschaft Rohstoffe und Chemische Industrie, Germany



**Nikki Brouwers**  
Managing Director, The Interact Group, Australia



**Kwok Fai Leung**  
Queen Elizabeth Hospital, Hong Kong



**Dominique Dressler**  
Head, International Relations Austrian Workers' Compensation Board (AUVA)



**Prof. John Selander**  
Dept of Health Science, Mid Sweden University, Ostersund, Sweden



**Carolyn Mounce**  
Director, Focus on Recovery by Engagement (FORE), Australia



**Dr. Gregor Kemper**  
Director of International Relations, German Social Accident Insurance (DGUV)



**Natalie Bottroff**  
Director, NB&A Group, Australia



**Jeanette Kinahan**  
Director, Work Health Systems, Australia



**Heather Adams**  
Recovery Injury Research Centre University of Queensland



**Satria Ardianuari**  
Jakarta School Of Prosthetics And Orthotics, Indonesia



**Rohana Mohamad**  
Manager (Research & Social Security Development), Social Security Organization, Malaysia



**Donal Mc Ananey**  
Pacific Coast University for Workplace Health Sciences, Canada



**Sarah Albert**  
Senior CSER Manager, Flex, United States of America



**Archbishop Julian Leow**  
Archbishop of Kuala Lumpur, Malaysia



**Ustad Don Daniyal Don Biyajid**  
General Manager, KUISCELL Sdn. Bhd., KUIS, Malaysia



## Academics and Professionalism in Disability Management

"Assessing Quality Of Life Following A Compensable Injury: Australian Data"

**James Athanasou**

*Professor, University of Sydney, Australia*

"Utilizing Implementation Science Principles To Deliver Evidence-Based Innovation In Disability Prevention At The Workplace: A Recent Controlled Trial"

**Michael Nicholas**

*Professor, University of Sydney, Australia*

"Can You Hear Me?": Inclusion Of Employees With Disability At Workplace"

**Manisah Mohd. Ali**

*Faculty of Education, University Kebangsaan Malaysia*

"Factors That Contribute To Successful Return To Work Programme"

**Riana Abdul Rahim**

*Hospital Kuala Lumpur, Malaysia*

"Behavioral Economics: Evidence For The Reason To Change"

**Nikki Brouwers**

*Managing Director, The Interact Group, Australia*

"Professionalising The Personal Injury And Disability Management Workforce In Australia"

**Joan Holschier**

*Program Manager, Personal Injury Education Foundation, Australia*

"Disability Management In Higher Education: Towards Inclusive Environment Via The Model Of Technology-Supported Learning For Special Educational Needs Learners In Malaysian Higher Education"

**Roslinda Alias**

*Universiti Teknologi Mara, Malaysia*

"Pay Satisfaction, Stress, Self-Efficacy And Intention To Stay: A Case Among Return To Work Participants"

**Harlida Abdul Wahab**

*University Utara Malaysia*

"Extra Costs Of Disability: The Case Of IIUM"

**Nur Syuhada Md Adros**

*International Islamic University Malaysia*

## Best Practices in Disability Management

"Employer Policies And Practices For Recruitment And Retention Of Persons With Disabilities: Evidence Synthesis From Grey And Peer-Reviewed Sources"

**Emile Tompa**

*Institute for Work & Health, Canada*

"An Industry Wide Strategy For Consensus-Based Disability Management: The Enhanced Disability Management Program"

**Donal McAnaney**

*Pacific Coast University for Workplace Health Sciences, Canada*

"Stakeholder Perspectives On The Implementation Of The Social Security Return-To-Work Program And Its Role In The Social Protection System In Malaysia"

**Julia Zhang**

*Johns Hopkins University Bloomberg School of Public Health, United States of America*

"Evaluating The Effects Of The Social Security Return-To-Work Program In Malaysia On Post-Injury Employment Outcomes"

**Julia Zhang**

*Johns Hopkins University Bloomberg School of Public Health, United States of America*

"Selling Return To Work To The Long-Term Injured: Using Behavioural Science, Change Theory And Sales Techniques To Fast-Track Return To Work"

**Carolyn Mounce**

*Focus on Recovery by Engagement (FORE), Australia*

"The VBG-Strategy For Controlling Disability Management Services"

**Eckehard Froese**

*Head of Department of Rehabilitation, VBG, Germany*

"Intensive Outreach Service For Clients With Disabilities From Transport And Workplace Accidents - An Example Of Innovative Practice"

**Elaine Wilcock**

*Transport Accident Commission and WorkSafe Victoria, Australia*

"Return To Work In Austria – The Model Of The Austrian Workers' Compensation Board"

**Dominique Dressler**

*Head, International Relations, Austrian Workers' Compensation Board (AUVA), Austria*

"On The Front Foot – Simple Steps To Safely Fast Track Return To Work Programs"

**Natalie Bottroff**

*Director, NB & A Group, Australia*

"SOCSCO Rehabilitation Centre: A Multi-Disciplinary Rehabilitation Under One Roof"

**Rashid Ali**

*SOCSCO Rehabilitation Centre, Malaysia*

"Comparing Disability Management Practices Between Countries – Do Context And Culture Matter?"

**Ali Hassan**

*University Malaya, Malaysia*

"Hiring And Retaining Employees With Disabilities In China"

**Sarah Albert**

*Flex, China*

"Introducing Return-to-Work in a developing country context: a case study of Namibia"

**Prof Marius Olivier**, *Director, International Institute for Social Law and Policy (IISLP)*

**Prof Avinash Govindjee**, *Executive Dean, Faculty of Law, Nelson Mandela Metropolitan University, South Africa*

## Disability Management and Medicine

"Factors Related To The Physician And The Employer Influencing Successful Return To Work In Korea"

**Jong Uk Won**

*Yonsei Univ. College of Medicine, South Korea*

"Evolving Paradigms In The Psychosocial Management Of Debilitating Pain Conditions"

**Michael Sullivan**

*Professor, The University of Queensland, Australia*

"Prevalence Of Musculoskeletal Pains And Stiffness Among Dentists In Colombo, Sri Lanka"

**Sarrah Shabbir**

*International Institute of Health Sciences, Sri Lanka*

"Analysis On The Effectiveness Of The Use Of Thoraco-Lumbo-Sacral Orthosis (TLSO) Based On The Barthel Index (BI) In Patients With Compressive Fractures Due To Osteoporosis"

**Satria Ardianuari**

*Jakarta School Of Prosthetics And Orthotics, Indonesia*

"Knee Ligamentous Injury: A SOCSCO's Experience"

**Mohd Zainizam B Abdull Rasid**

*SOCSCO Rehabilitation Centre, Malaysia*

"The Rate Of Return To Work Among People With Spinal Cord Injury: A SOCSCO Return To Work Study"

**Noor Hafifi B Noor Hisham**

*SOCSCO Rehabilitation Centre, Malaysia*

"Struggles In Disability Management: Post Traumatic Stress Disorder Prevention Strategies For First Responders"

**Christine Grzela**

*The Corporation of the City of Timmins, Canada*

"Return To Work Helps Maintain Treatment Gains In The Rehabilitation Of Whiplash Injury"

**Heather Adams**

*University of Queensland, Australia*

"Retrospective Review On Ultrasound Diagnosed Neurogenic Bladder Complication Following Spinal Cord Injury"

**Akmal Hafizah Zamli**

*Rehabilitation Medicine Department, Hospital Sungai Buloh, Selangor, Malaysia*

A Restrospective Cohort Study On Shift Work, Psychological Status And Sleep Quality Among Patients In SOCSCO Rehabilitation Centre, Melaka

**Mohd Rafee Baharudin**, *Universiti Putra Malaysia,*

## Innovation in Assistive Technology

"Multifinger Localization Using Vibrotactile Stimulation Pattern For Prosthetic Hand"

**Yusof Bin Yunus**

*University Teknikal Malaysia Melaka, Malaysia*

"Approach To The Treatment Of Unstable Tendon Of The Long Head Of The Biceps"

**Aleh Danilenko**

*BSMU, Russia*

"Disability Management In A Multi-Disciplinary Pain Clinic"

**Kwok Fai Leung**

*Queen Elizabeth Hospital, Hong Kong*

"Wudu' Workstation Design For Disabled People In Malaysia"

**Siti Zawiah Md Dawal**

*Associate Professor, University Malaya, Malaysia*

## PROGRAMME AT A GLANCE

### Cost Benefit in Minimizing Cost and Increasing Effectiveness in Disability Management

"Employer Costs And Benefits Of Accommodation: What Is The Evidence?"

**Emile Tompa**  
*Institute for Work & Health, Canada*

On Question Of Wellbeing Of The Elderly Disabled In SAARC Nations: A Cost-Benefit Analysis Towards Sustainable Rehabilitation

**Dipanwita Ghosh,**  
*Associate Professor, National Institute for Orthopaedically Handicapped, Kolkata, India*

"The Power Of Ability"

**Liz R Scott**  
*Organizational Solutions Inc, Canada*

"Using Nudges To Improve Disability Claims Management: Insights From Behavioural Economics"

**Nick Mingo**  
*Claims Medical Specialist, Swiss Re Life & Health Australia, Australia*

"A Study On The Return On Work Reintegration"

**Gregor Kemper**  
*Director of International Relations, German Social Accident Insurance (DGUV), Germany*

"Understanding The Social And Financial Impacts Of Work Injuries For Local Workers"

**Sylvia Teo**  
*Ministry of Manpower, Singapore*

### Disability Management in Motion

"Barriers To Employment For Persons With Serious Mental Illness In Malaysia"

**Aaron Fernandez**  
*University Putra Malaysia, Malaysia*

"Development Of A Triage Tool And Support Pathway For Workers With A Compensable Injury Claim"

**Cameron Gosling**  
*Employers Mutual, Australia*

"The Practice Of Workplace Disability Management". Take A Look Through The Lens Of A Certified Disability Management Practitioner"

**Jeanette Kinahan**  
*Director, Work Health Systems, Australia*

"Medical Specialists' Opinions On The New Method For Assessing Disability Annuity Of Labor Insurance"

**Donald Du**  
*National Taiwan University, Taiwan*

"Government- Industry - Academic Partnerships Deliver Innovation In Disability Management"

**Karen Munk**  
*Employers Mutual, Australia*

"Contact With The Workplace During Long-Term Sickness Absence And Worker Expectations Of Return To Work"

**John Selander**  
*Dept of Health Science, Mid Sweden University, Ostersund, Sweden*

"The Belgian National Institute For Health And Disability Insurance: First Steps In The Implementation Of The Evidence Based NIDMAR Training Program In Disability Management"

**Francois Perl**  
*INAMI, Belgium*

"Peer Principle And German Social Accident Insurance – Victims Of Accidents And Occupational Diseases Offered Support By People With Similar Experiences "

**Thomas Koehler**  
*Managing Director, Berufsgenossenschaft Rohstoffe und Chemische Industrie, Germany*

"Managing The Complexity Of Disability Management In Companies"

**Thomas Geisen**  
*Professor, School of Social Work, University of Applied Sciences and Arts Northwestern, Switzerland*

### Government Strategies and Policies on Disability Management

"Work Disability Prevention Management System Standard: Stakeholder Perspectives On A Proposal To Develop A Canadian Standard"

**Amin Yazdani**  
*University of Waterloo, Canada*

"Australia's National Injury Insurance Scheme (NIIS) & Interface With The National Disability Insurance Scheme (NDIS)."

**Andrew Fronsko**  
*Principal, Australasian Disability and Injury Insurance Services, Australia*

"Approaches To Achieving Justice In Areas Of Uncertainty: The Case Of Occupational And Environmental Cancers"

**Alan Clayton**  
*Monash University, Australia*

"Factors Influencing Return To Work"

**Rohana Mohamad**  
*Social Security Organization, Malaysia*

"Prevention And Rehabilitation – A Twin-Track Approach In Return To Work (RTW)"

**Friedrich Mehrhoff**  
*Head of Rehabilitation Strategies, German Social Accident Insurance (DGUV), Germany*

"Return To Work Programme In Hong Kong – Challenge And Opportunity"

**Bonnie Yau**  
*Occupational Safety and Health Council, Hong Kong*

### Innovation in Disability Management

"The Physical Environment Organization For Service Accessibility Improvement; Approach By Universal Design Concept: Case Study Of Naresuan University Hospital"

**Charanya Phaholthep**  
*King Mongkut's Institute of Technology Ladkrabang (KMITL), Thailand*

"Improving Return To Work Outcomes"

**Gayathri Vadivel**  
*Social Security Organization, Malaysia*

"Mindshift"

**Liz R Scott**  
*Organizational Solutions Inc, Canada*

### Public Initiatives in Managing Workers with Disabilities at Work

"Willingness Of Employers To Support Disability Management In The Workplace From Socso's Perspective"

**Pannirselvam Rajamanikam**  
*Social Security Organization, Malaysia*

"New Guidelines For Treatment Of PTSD In Emergency Service Workers - An Agency View"

**Rachel Elmes**  
*Employers Mutual, Australia*

"Developing Key Indicators Of Social Security Agency Return To Work Success"

**Donal McAnaney**  
*Pacific Coast University for Workplace Health Sciences, Canada*

"The Ecology Of Work-Related Injury Or Illness In Australia"

**James Athanasou**  
*University of Sydney, Australia*

"Exploratory Study Of Accessibility To Public Bus Transport By Disabled People In Klang Valley: A Case Study Of Rapid KL Bus Services."

**Azliza Saad**  
*University Utara Malaysia*

"Return To Work: A Foundational Approach To Return To Function"

**Heather Lore**  
*Senior Manager, Membership and Communications, International Association of Industrial Accident Boards and Commissions (IIAIBC), United States of America*

"Return To Work Matters: A Journey Through The Decade"

**Roshaimi Mat Rosely**  
*Social Security Organization, Malaysia*

"Improving Recovery Rates Through Behavioural Insights"

**Rebecca Neilson**  
*Employers Mutual, Australia*

"Transition From School To Work: Bridging The Gap For Persons With Disabilities (PWDS)"

**Norizan Azizan**  
*University Utara Malaysia*

# PROGRAMME OVERVIEW

	22 Nov 2016	23 Nov 2016	24 Nov 2016	25 Nov 2016	26 Nov 2016
0800	REGISTRATION				
0900	PLENARY 1	PLENARY 3	PLENARY 6	POST CONFERENCE FIELD VISIT TO SOCSO REHAB CENTRE	POST CONFERENCE WORKSHOP CERTIFIED INDEPENDENT MEDICAL EXAMINER COURSE
1000	PLENARY 2	PLENARY 4	FORUM		
1100	BREAK	Q&A			
1200	OPENING CEREMONY	BREAK			
		SYMPOSIUM 1 ADCOD AWCF	SYMPOSIUM 3		
		SYMPOSIUM 2 ADCOD AWCF	CONCURRENT SESSIONS TRACKS 18-24		
1300	LUNCH	LUNCH	LUNCH		
1400	CONCURRENT SESSIONS TRACKS 1-5 ADCOD AWCF	CONCURRENT SESSIONS TRACKS 13-17 ADCOD AWCF	TESTIMONIAL		
1500	CONCURRENT SESSIONS TRACKS 8-12 ADCOD AWCF				
1600		PLENARY 5	CLOSING CEREMONY		
1700					
1800					
1900					
2000	THE IFDM 2016 WELCOME DINNER	THE IFDM 2016 DISABILITY MANAGEMENT EXCELLENCE AWARD DINNER AT MANDARIN ORIENTAL, KUALA LUMPUR			
2100					
2200					

\*AWCF-  
ASIAN WORKERS' COMPENSATION FORUM




\*ADCOD-  
ASEAN DIAGNOSTIC CRITERIA OF  
OCCUPATIONAL DISEASES



Featuring  
Harith Iskander

# Disability Management Excellence Awards 2016

-  **EMPLOYER**
-  **DISABILITY MANAGER**
-  **JOB PLACEMENT OFFICER**

-  **RETURN TO WORK CLINIC**
-  **RETURN TO WORK PARTICIPANT**
-  **REHABILITATION PROVIDER**

*\*Open for Malaysian entries only.*

## Why should you submit a nomination?

- If selected, the organization will receive media exposure on the award received.
- Nominated organization's testimonial will be featured in various media in conjunction with the International Forum on Disability Management 2016.
- If selected, the organization will be an ambassador for SOCSO's Return to Work Program for the year 2017.

*Deadline to submit nominations:  
15<sup>th</sup> October 2016*

Forms available at [www.ifdm2016.com.my](http://www.ifdm2016.com.my).  
*\*Nominations available for Employer Category only. All other categories shall be nominated by an independent committee.*

Date : 23<sup>rd</sup> November 2016  
Venue : Grand Ballroom, Mandarin Oriental, Kuala Lumpur





## REGISTRATION FEE :

Malaysian Delegates

Category	Early Bird 15 <sup>th</sup> June 2015 – 30 <sup>th</sup> June 2016	Regular 1 <sup>st</sup> July 2016 – 31 <sup>st</sup> October 2016	Late Registration 1 <sup>st</sup> November 2016 – 19 <sup>th</sup> November 2016
Private Sector	MYR 1,300	MYR 1,500	MYR 1,700
Special Rate	MYR 1,150*		
Government	MYR 1,000		
Student	MYR 500 (Limited Seats only)		
Speakers	MYR 900		

International Delegates

Category	Early Bird 15 <sup>th</sup> June 2015 – 30 <sup>th</sup> June 2016	Regular 1 <sup>st</sup> July 2016 – 31 <sup>st</sup> October 2016	Late Registration 1 <sup>st</sup> November 2016 – 19 <sup>th</sup> November 2016
Participant	USD 850	USD 900	USD 950
Special Rate	USD 800*		
Speakers	USD 500		

## Registration fee includes:

- ▶ Laptop bag
- ▶ Disability Management hard cover books
- ▶ Attendance to all sessions
- ▶ Conference credentials
- ▶ Coffee breaks and lunches (daily conference package)
- ▶ Disability Management Excellence Award Dinner at Mandarin Oriental Kuala Lumpur (Entrance for one (1) person only)
- ▶ 6% GST (SOCISO GST NUMBER: 001165107200)



\*Special Rate applicable for the following categories:

Certified Disability Management Professionals, Case Managers, Occupational/Physical Therapists, Disability Managers, Occupational Health Doctors, Certified Independent Medical Examiners(CIME), Certified Medical Impairment Assessors (CMIA), Safety & Health Practitioners (Malaysian Green Book Holders) and Non-Governmental Organisations.

## THE CONFERENCE INCLUDES KEYNOTES AND PRESENTATIONS ON THE FOLLOWING TRACKS:

- ✓ Government Strategies and Policies on Disability Management
- ✓ Public Initiatives – Managing Workers with Disabilities at Work
- ✓ Best Practices in Disability Management
- ✓ Cost Benefit – Minimising Cost and Increasing Effectiveness in Disability Management
- ✓ Innovation in Assistive Technology
- ✓ Innovation in Disability Management
- ✓ Disability Management in Motion
- ✓ Disability Management and Medicine
- ✓ Academics and Professionalism in Disability Management

## WHO SHOULD ATTEND ?

- ▶ CEO / Managing Directors
- ▶ Human Resource Directors / Managers
- ▶ Occupational Safety and Health Officers
- ▶ Occupational Health Doctors
- ▶ Medical Rehabilitation Specialists
- ▶ Medical Specialist/Doctors
- ▶ Physiotherapists/Occupational Therapists
- ▶ Psychologists / Counsellors
- ▶ Social Workers

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