

Rehabilitation Counselling Competency Project

Research Team Contacts

Dr Herbert Biggs
School of Psychology & Counselling
Queensland University of Technology
Ph: 07 3864 4722
Email: h.biggs@qut.edu.au

Associate Professor Nick Buys
School of Human Services
Griffith University
Ph: 07 3382 1208
Email: n.buys@griffith.edu.au

Dr Lynda Matthews
School of Behavioural & Community Health Sciences
University of Sydney
Ph: 02 9351 9537
Email: L.Matthews@fhs.usyd.edu.au

Dr Zoe Pearce
School of Psychology & Counselling
Queensland University of Technology
Ph: 07 3864 4666
Email: z.pearce@qut.edu.au

Ms Christine Randall
School of Human Services
Griffith University
Ph: 07 3382 1228
Email: c.randall@griffith.edu.au



Thank you for taking the time to complete this survey. The aim of the Rehabilitation Counselling Competency Project (RCC) is to identify competencies considered necessary by specialists in your area, and the relative importance that you place on these competencies.

In completing the attached survey, you should be aware that we have deliberately chosen to adopt the word 'client'. In some cases, this word may apply to workers or it may apply to non-workers. Please interpret the question according to the client base with whom you work.

Should you have any questions or comments regarding the nature of this research, please do not hesitate to contact the researchers on the contact details listed below. Alternatively you may contact Queensland University of Technology's Research Ethics Officer on 3864 2340 or ethicscontact@qut.edu.au.

The survey should take approximately 25-30 minutes to complete, and completion of the survey questions will be taken as your consent to participate in the RCC research project. As we are aiming for a wide dissemination of this questionnaire, it is possible that it may be distributed to you via a number of agencies. If this is the case, please only complete the questionnaire once. If you have received a paper version of the questionnaire you may prefer to complete the questionnaire online. In this instance, follow the links from the RCAA website at <http://www.rcaa.org.au>.

Please be assured that your answers will remain completely confidential and will be used in collating aggregate data only. Participation is voluntary and you are free to withdraw from the study at any time without comment or penalty. Your decision will in no way impact upon your relationship with the researchers.

To say thank you for helping us out, we will be offering one lucky respondent with the chance to **win a prize – dinner for two to the value of \$150.00**. So make sure you read the last page for more information!

Thank you for your time and effort in participating in this study.



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GENERAL INSTRUCTIONS

- Use a blue or black pen.
- Unless a written answer is indicated, answer each item by placing a cross (X) through the appropriate circle, making sure to pass through the edges of the circle.

Example:

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

- If you make a mistake, cover the incorrect answer completely with ink so that the circle is covered, and then mark your intended response with an X through the appropriate circle.

Return completed questionnaires:

Dr Zoe Pearce
School of Psychology and Counselling
QUT
Beams Road
Carseldine QLD 4034

Or telephone one of the researchers to
arrange for a reply paid envelope

5. What fields of study/discipline are your qualifications in? _____

6. Please list any certifications, licenses, professional memberships or other credentials held in a rehabilitation counselling or related field:

7. Please indicate one (1) choice from the list below that best represents your current profession or occupation:

- | | |
|--|---|
| <input type="radio"/> Rehabilitation Counsellor | <input type="radio"/> Program coordinator |
| <input type="radio"/> Disability/Injury management consultant | <input type="radio"/> Social worker |
| <input type="radio"/> Disability/Injury management administrator | <input type="radio"/> Return-to-work coordinator |
| <input type="radio"/> Human resource manager/administrator | <input type="radio"/> Case manager |
| <input type="radio"/> Job placement/job development specialist | <input type="radio"/> Employer benefits coordinator |
| <input type="radio"/> Vocational rehabilitation professional | <input type="radio"/> Insurance disability benefits manager |
| <input type="radio"/> Physiotherapist | <input type="radio"/> Educator |
| <input type="radio"/> Occupational therapist | <input type="radio"/> Researcher |
| <input type="radio"/> Occupational health nurse/clinical nurse | <input type="radio"/> Other: _____ |

8. Do you have another professional job title that you have gained through education or training that you could use in other rehabilitation/human service occupations? (e.g. psychologist, speech therapist etc.)? Please specify:

9. Please indicate one (1) choice from the list below that best describes your current professional organisational setting:

- Business/Industry
- Educational institution
- Insurance company
- Medical center/clinic
- Rehabilitation agency
- Government compensation agency
- Worker's compensation agency
- Not-for-profit community organisation
- Research/Consulting organisation
- Private practice
- Other: _____

10. Please indicate the type of work that best describes your employment status (if more than one, choose that with the most number of hours per week):

- Full-time
- Part-time
- Casual
- Shift
- Currently unemployed

11. How many paid hours of work are you on average contracted for per week?

12. What is your present gross annual income (excluding partner income and benefits and excluding income from unrelated jobs or other sources)?

13. How long have you been with your current employer?

_____ years and _____ months

14. How long have you worked in the disability or rehabilitation field?

_____ years

15. How many people doing similar jobs to yours are employed at your place of work (including yourself)?

16. In the event that you agree to participate in future studies with us (see last page of questionnaire) we need a unique identifier that allows us to match up questionnaire responses without actually identifying you as the respondent.

What is your mother's maiden name?

Rehabilitation Counselling Competency Survey

For each of the following questions, please indicate (i) the frequency with which you perform each listed competency, **and** (ii) the importance of each competency for the rehabilitation counselling profession. Respond to each item by placing a cross (X) through the circle that best represents your answer. Use the following scale:

0 1 2 3 4
 Never Regularly
 Not important Extremely Important

Competency	Frequency					Importance				
	0	1	2	3	4	0	1	2	3	4
1. Obtain regular client feedback regarding satisfaction with delivered services and suggestions for improvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Determine a client's ability to perform independent living activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Identify transferable work skills by analysing a client's work history and functional assets and limitations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Manage health promotion and wellness programs in organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Interact with a client to identify emotional reactions to disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Counsel a client to select jobs consistent with his/her abilities, interests and rehabilitation goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Advocate for the rights of clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Coordinate functional capacity assessments for clients with restrictions and apply assessment results to demands of jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Clearly state the nature of a client's problem when referring him/her to service providers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Continued over...

0 1 2 3 4
 Never Regularly
 Not important Extremely Important

Competency	Frequency					Importance				
	0	1	2	3	4	0	1	2	3	4
10. Use behavioural observations to make inferences about work personality characteristics and adjustment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Review medical information with clients to determine vocational implications of their functional limitations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Collaborate with other providers so that services are co-ordinated, appropriate and timely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Match client needs to job characteristics and client aptitudes to job requirements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Utilise ergonomic principles and strategies to reduce work injury risks and to accommodate restrictions of clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Educate a client regarding his/her rights under the law	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Evaluate personal and work adjustment needs of clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Provide prospective employers with appropriate information on a client's work skills and abilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Conduct a review of the rehabilitation literature on a given topic or case problem	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Actively seek to change employers' biases and concerns regarding hiring people with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Understand cultural differences and how they may impact on injury/disability management programs and interventions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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0 1 2 3 4
 Never Regularly
 Not important Extremely Important

Competency	Frequency					Importance				
	0	1	2	3	4	0	1	2	3	4
21. Consult with medical professionals regarding functional capacities, prognoses, and treatment plans for a client	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Demonstrate an understanding of accident/injury prevention processes and practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Understand industrial relations issues and their potential impact on return to work planning for clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Understand accident and illness reporting systems at worksites	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Assist a client to state specific behavioural goals for personal adjustment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Counsel a client regarding desirable work behaviours in order to improve his/her employability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. Apply job market information to locating and securing employment for your client	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. Negotiate with employers or union representatives to reinstate/rehire an injured worker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. Adjust counselling approaches or styles according to cognitive and personality characteristics of your client	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. Provide early intervention strategies to facilitate early return to work outcomes for clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Prepare and manage a budget for the administration of an injury/disability management programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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0 1 2 3 4
 Never Regularly
 Not important Extremely Important

Competency	Frequency					Importance				
	0	1	2	3	4	0	1	2	3	4
32. Develop mutually agreed vocational counselling goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. Demonstrate effective interviewing techniques and interpersonal communication skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Determine a client's need for individual, group or family counselling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. Use supportive counselling techniques to prepare a client for the stress of job hunting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. Conduct cost-benefit analyses of worksite injury/disability management programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. Discuss with a client the educational and vocational implications of assessment and interview information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. Perform job analyses to identify physical demands and other job requirements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. Demonstrate an understanding of prominent causes of injury and disability at the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. Implement confidentiality safeguards related to files, documents, and communications related to clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. Evaluate the quality and effectiveness of rehabilitation providers and treating practitioners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. Instruct a client in job search skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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0 1 2 3 4
 Never Regularly
 Not important Extremely Important

Competency	Frequency					Importance				
	0	1	2	3	4	0	1	2	3	4
43. Identify assistive technology and worksite accommodation resources to facilitate return to work planning for clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. Communicate with treating practitioners to facilitate return to work planning for clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. Provide career counselling services to clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46. Develop a relationship with a client characterised by empathy and positive regard	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. Counsel a client to help him/her appreciate and emphasise personal strengths	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. Determine the level of intervention necessary for job placement (e.g. job club, supported employment, on-the-job training)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. Coordinate worksite and community resources to implement rehabilitation and return to work plans for clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
50. Develop worksite policies, procedures and guidelines for injury/disability management programs and return to work activities in organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. Assess the significance of clients' disabilities taking into account medical, psychological, educational, and family status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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0 1 2 3 4
 Never Regularly
 Not important Extremely Important

Competency	Frequency					Importance				
	0	1	2	3	4	0	1	2	3	4
52. Facilitate joint worker–management collaboration at worksites to develop and implement injury/disability management programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53. Clarify mutual expectations and the nature of the relationship with your client	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
54. Select appropriate rehabilitation or educational service providers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
55. Demonstrate negotiation and conflict resolution skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56. Interpret relevant legislation, policy, and regulations to clients and others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
57. Report to referral sources regarding progress of cases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
58. Identify educational and training requirements for specific jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
59. Develop transitional work programs at worksites to facilitate the return to work process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
60. Coordinate injury/disability management programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
61. Describe regulations and procedures regarding disability determination and benefits (e.g. Centrelink, workers compensation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
62. Demonstrate knowledge of evidence-based practices in injury/disability management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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0 1 2 3 4
 Never Regularly
 Not important Extremely Important

Competency	Frequency					Importance				
	0	1	2	3	4	0	1	2	3	4
63. Provide education and training to others related to worksite injury/disability management and return to work programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
64. Understand the applications of current legislation affecting the employment of people with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
65. Identify client work personality characteristics to be observed and rated on an actual job or simulated work situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
66. Employ newer applications in vocational assessment including emerging technologies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
67. Write case notes summaries and reports so that others can understand the case	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
68. Read professional literature relating to medical conditions, injury management and rehabilitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
69. Promote legislation that supports injury/disability management and reintegration principles for clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
70. Provide the supervision of other professionals within injury/disability management programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
71. Abide by ethical and legal considerations of case communication and recording (e.g. confidentiality)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Competency	Frequency					Importance				
	0	1	2	3	4	0	1	2	3	4
72. Discuss with a client job market conditions which may influence the opportunity to enter certain jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
73. Assess workplace factors that impact on return to work outcomes for clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
74. Identify and question limiting stereotypes of people with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
75. Understand medical terminology and apply medical information to case management planning and coordination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
76. Develop business plans and strategies for effective injury/disability management programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
77. Actively promote rehabilitation services to businesses and organisations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
78. Demonstrate ethical and professional conduct with clients, employers, co-workers, treating practitioners and other stakeholders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
79. Respond appropriately and effectively to physical, emotional and cognitive needs of clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
80. Demonstrate grant and proposal writing skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
81. Identify and arrange for the required training to maintain a client's successful job placement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Competency	Frequency					Importance				
	0	1	2	3	4	0	1	2	3	4
82. Understand claims processing procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
83. Apply the principles of appropriate rehabilitation legislation to daily practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
84. Interview the client to verify that case information is accurate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
85. Coordinate vocational rehabilitation services for injured workers who are unable to return to their original employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
86. Monitor progress of clients with disabilities to achieve return to work goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
87. Promote public awareness of rehabilitation programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
88. Read professional literature relating to business, job markets etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
89. Interpret vocational assessment results to clients and others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
90. Apply the results of published research to professional practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
91. Identify social, economic and environmental factors that may adversely affect a client's motivation toward rehabilitation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
92. Evaluate the client's social support system (family, friends and community relationships)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
93. Use local resources to assist with placement (e.g. employer contacts and colleagues)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Competency	Frequency					Importance				
	0	1	2	3	4	0	1	2	3	4
94. Recognise psychological problems (e.g. depression, suicidal ideas) which require consultation or referrals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
95. Provide information regarding your organisation's programs to service providers and other interested parties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
96. Organise worksite assessments to identify suitable return to work duties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
97. Use assessment data to highlight a client's ability for the purposes of rehabilitation planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
98. Determine appropriate community services for a client's stated needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
99. Facilitate attitudinal and behavioural change among worksite representatives and others to support return to work goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
100. Provide consultation and leadership to worksite representatives and others regarding injury/disability management programs and return to work activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
101. Evaluate processes and/or outcomes of injury/disability management programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
102. Assist a client in understanding and coping with stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
103. Explain the services and limitations of various community resources to clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Competency	Frequency					Importance				
	0	1	2	3	4	0	1	2	3	4
104. Design work situations for observing specific client behaviours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
105. Develop written return to work plans for clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
106. Understand employment practices within worksites and their potential impact on return to work planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
107. Understand the roles and function of treating practitioners in diagnosing and treating clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
108. Relate a client's stated interests and values to vocational choices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
109. Monitor a client in employment to determine needs for additional services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
110. Conduct research and publish results of studies related to injury/disability management programs and return to work outcomes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
111. Apply psychological and social theories to develop strategies for intervention	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
112. Promote and market injury/disability management and return to work programs to unions, management and other stakeholders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
113. Understand use of management information systems to monitor patterns of injury and disability, costs, and service outcomes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Further Contact

**You have now reached the end of the questionnaire.
Thank you very much for your time!**

Would you like a summary of the results?

Or perhaps you would like to be entered into the draw for the Respondents Prize?

We may also be conducting follow-up interviews and subsequent questionnaire studies in the rehabilitation counselling area and you may wish to participate in these.

If any of the following options appeal to you, please indicate for which of them you would like to have your name and contact details recorded.

Your details will remain confidential and will only be used in the manner for which you have agreed. We have asked for these details on a separate page so that they can be recorded separately from your responses to the questionnaire – this page will be removed from your questionnaire prior to data analysis.

Please indicate all that apply.

There is no obligation to supply any information if you do not wish.

- I would like my name to go into the draw for the RCC Respondents Prize, dinner for two to the value of \$150.
- I agree to be contacted for potential follow-up interviews or rehabilitation counselling questionnaire studies in the future.
- I would like to receive a summary of the key findings from this study.

Please indicate your name, postal address and a telephone and/or email contact for you.

Return completed questionnaires to:

Dr Zoe Pearce
School of Psychology and Counselling
QUT
Beams Road
Carseldine QLD 4034