

# WELL NIDMAR MATTERS

## OVERVIEW OF THE NIDMAR EDUCATION PROGRAMME

Well Working Matters is delighted to be the license holder and provider of the internationally recognised NIDMAR education programme. This programme delivers effective return-to-work and absence-management modules, to organisations and professionals in the absence and disability management field.

The National Institute of Disability Management and Research (NIDMAR) was founded in 1994 and is committed to reducing the human, social and economic costs of disability. As an education, training and research organisation, NIDMAR's primary focus is the implementation of workplace-based reintegration programmes which international research has proven to be the most effective way of restoring and maintaining workers' abilities. Whilst reducing the costs of sickness and disability for workers, employers, government and insurance companies, this programme has been customised to reflect both local and international standards of practice and legislation in the UK.

## THE NIDMAR PROGRAMME MODULES

### WHAT IS COVERED?

The 24 NIDMAR course modules appropriate for the UK are provided at the end of this document. Unless otherwise specified, all NIDMAR modules include:

- Pre-reading material
- NIDMAR training delivered by an expert in the field; either face-to-face, or online
- We have, in the UK, adapted the material to include assignments during the main delivery, rather than in-addition

As the programme is modular in format, the selection of modules is typically customised to meet the learning objectives for each organisation, or individual; typically this amounts to 8-10 modules.

## WHO SHOULD STUDY THE PROGRAMME?

Individuals working in the health professions, case management, vocational rehabilitation, HR, absence management, insurance, employability and diversity fields, who wish to increase and enhance their existing knowledge and skills.

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## WHEN AND WHERE IS THE PROGRAMME OFFERED?

Modules are delivered throughout the year, across the UK. In situations where there are several individuals from one organisation interested in taking the programme on-site programmes can be delivered at your workplace or chosen location. Alternatively, programmes may be delivered online, to suit your circumstances.

## UNIQUE FEATURES OF THE NIDMAR PROGRAMME

- The NIDMAR programme offers a balanced approach that delivers both practical skills and theoretical knowledge. The modular format that can be customised to suit the needs and objectives of each student.
- Whilst the overall programme is international, the UK relevant pieces have been customised and enhanced to reflect UK specific legislation, government policy and work environments. Additional material has been added in the form of case studies and local examples to ensure the material is fully relevant and applicable in the UK.
- The NIDMAR programme provides an opportunity to complete a written examination at the end of May annually, which leads to certification as a Certified Disability Management Professional (CDMP) or Certified Return to Work Coordinator (CRTWC). These credentials are recognised qualifications that are rapidly becoming the preferred choice for both professionals in the field and customers of rehabilitation services.
- The programme has been rigorously developed and enhanced over an extended period of time. It has been designed in collaboration with management and workforces from various work environments, with further contributions from leaders in rehabilitation, health care, unions, business, government, education and insurance.
- NIDMAR launched the Pacific Coast University for Work Health Sciences in British Columbia Canada in 2013 to further advance both the programme development and research in the disability/absence management field.
- The NIDMAR education programme is recognised as a leader in the field of disability/absence management and is now delivered in over a dozen countries around the world. The programme has been adopted by ISSA (International Social Securities Agency) as a platform for the development of return to work strategies for its international members.
- Organisations who have adopted the principles of the NIDMAR programme have achieved clear cost benefits from training, and proven track record of reducing costs in their work environment.

*Instructors are experienced professionals with extensive experience in the field. They are able to combine theoretical knowledge with practical examples and case studies.*