

# IME Fact Sheet - NWRI

## **What is an Independent Medical Examination (IME)?**

The aim of a referral for Independent Medical Examination is to seek advice from an approved independent medical assessor as to whether you have capacity to carry out the inherent requirements and job demands of your position.

Referrals are usually made by your Line Manager with approval of senior management. The appointment is paid for by Justice Health NSW.

## **Why am I being sent for an IME?**

IMEs are often used when there is conflicting information or uncertainty around an injury or health condition, and your actual capability to undertake duties safely. They are also used to explore potential adjustments to your role and whether they would be temporary or permanent. It is therefore important that you raise any concerns and ask any questions prior to, and during the assessment. This allows for the best outcome for all.

## **Do I have to attend?**

Whilst it is not mandatory to attend for a non-work related injury, these assessments are arranged to assist Justice Health in being able to support you in undertaking your usual duties.

Should you choose not to attend your ability to return to work may be affected.

## **Will I get a copy of the report?**

Yes. If you request a copy of the report, we will send it to your Doctor who can then provide it to you.

## **Can I choose which Doctor I see?**

The Doctors nominated to undertake IMEs are independent specialists with qualifications relevant to your injury or health condition. They are chosen from a panel of providers to ensure they are the most appropriate specialist to undertake the assessment. They do not replace your usual treatment providers, rather they review your level of function and provide independent commentary.

## **What will I be paid to attend the appointment?**

You will be paid your usual wages to attend the appointment, and any reasonable out of pocket expenses will be covered ie: train tickets.

Prior clarification of what is covered should be sought from your Manager.

## **Can I query the IME report?**

If you or your treatment providers disagree with the IME report or any of the recommendations contained within it, you are able to provide additional supporting medical evidence for your manager to consider. In some cases, a supplementary IME may also be sought.

Your manager will then consider all information when undertaking their risk assessment and planning for your return to work. If there is continued dispute about the consideration made

by your Manager, a review will be undertaken by the Human Resources team in consultation with any subject matter experts that may be needed, and as allowed by the consents you have provided.

**Can I take a Support Person with me?**

Yes. You are able to take a support person of your choosing to the appointment with you. Prior notification to the Doctor is required to ensure there are no delays on the date of the appointment.

**What if my condition changes?**

If there are significant changes to your medical condition following the examination you will need to provide details to your manager as soon as you are able. This is particularly important if changes to your NWRI Return to Work plan are required.

For further information, contact your Manager or your Human Resources Business Partner.