



List of Restrictions

Mental health injuries may result in temporary or permanent restrictions. Temporary restrictions may become permanent restrictions when accepted by the WCB after appropriate treatment.

Practitioners should be aware that acceptance of permanent restrictions is an adjudicative decision upon which mental health diagnoses and treatment progress come to bear, but are subject to case management decisions, where additional information may also be considered. Practitioners should not lead injured workers to expect that restrictions are permanent until confirmed by the WCB.

Issues regarding restrictions should be discussed with the WCB Health Care Services and, if relevant, with the treatment team in a tertiary or secondary treatment centre.

There is epidemiological information regarding mental health injuries that indicates that some factors are associated with return to work and restrictions. Some factors more likely to affect return to work are severity of injury, tendency to blame others, involvement in litigation, physical recovery and overall mental health functioning.

Following is a list of possible work-related restrictions to assist in communication with injured workers and the WCB. These have been derived from psychologists' experience with WCB customers, other workers' compensation boards and commonly available information.

Your accurate and complete description of and restrictions will help the WCB meet the needs of injured workers.

Intrusive memory and related symptoms

May reduce focus and concentration, affecting productivity. This may influence deadlines, time frames for tasks, and increase error rates. Possible restrictions include tasks where there is risk for injury if concentration lapses.

Over-arousal symptoms

May reduce concentration, affect productivity, create difficulties in attending within a workplace or locations therein and create difficulty for injury-related tasks. Tasks with deadlines, high time pressures where making errors is an issue can be affected. Possible restrictions include specific work areas, machines, tasks where injury occurred and tasks for which there is injury risk if concentration is affected.

Reduced interest and participation in activities

This may decrease motivation and thereby productivity. Possible limitations relate to time pressures and productivity.



Sleep disruption

May affect ability to perform activity safely and tasks may require additional effort. May reduce concentration. Tasks with high concentration requirements, time pressures where error rate is critical may be affected. Tasks with risk of injury due to concentration and alertness issues may be affected.

Anger, irritability, interpersonal problems may affect interaction with customers and others in a workplace. May reduce ability to deal with conflicts. Possible restrictions include contact with the public and nature of interaction with co-workers.

Focus, concentration, memory

May cause increased errors, increase risk for injury, reduce productivity. May cause difficulty with complicated tasks and multi-tasking. May create trouble organizing work. Restrictions may include tasks where concentration lapses could cause injury, type of environment (quiet, few people versus noisy, many people).

Hypervigilance

May cause reduced concentration, may reduce productivity. May affect task completion and error rates, may affect complex tasks and multi-tasking. May restrict tasks where risk of injury is present.

Startle response

May reduce concentration, increase work errors and risk for injury. May restrict tasks where error is risky or unacceptable.

Emotional reactivity and reduced control of emotions

May reduce capacity to deal with stressful situations and people. May reduce ability to deal with conflicts or situations of high emotion. May restrict public contact where conflict is probably. May restrict activities with higher stress, where error rates are critical, where others are supervised, where activities are complex.