Facilitating Successful Return to Work

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Roles & Responsibilities of the Invested Parties

- The following parties are involved *throughout* the return to work process:
  - Employer
  - Treatment Team
  - Worker
  - Workers’ Compensation Board (WCB)
Roles & Responsibilities of the Invested Parties

**Employer**

- Provide safe work place
- Information about job (JIW)
- Adjust job duties according to recommendations/restrictions
- Ease transition back to work place
Roles & Responsibilities of the Invested Parties

Treatment Team

• Provide and guide rehabilitation program

• Create treatment plan with recommendations & restrictions
  • Compare to JIW

• Treatment & education

• Communicate with worker, employer and WCB

• Guide toward functional outcome

• Evaluate & monitor workers’ progress
Roles & Responsibilities of the Invested Parties

**Worker**

- Attend treatment and appointments
- Comply with recommendations
- Implement strategies, education from program
Roles & Responsibilities of the Invested Parties

WCB

• Works with all parties involved
• Review reports from all parties
• Determine & provide benefits to worker
• Arrange appointments and treatment
• Provide vocational services as necessary

• “Goal is to help injured workers recover as much as possible so they can resume their normal life activities, including work, as soon as it is medically safe.” (WCB, 2011)
Return to Work as Part of the Rehabilitation Process

- Reintroduction to workplace
- Stress/strain/counter-strain
- Progress tolerance/capacities demonstrated
- Develop confidence
Return to Work as Part of the Rehabilitation Process

• Progressive tissue loading
  • “Practice like you play”
  • Accurate reproduction of job demands (controlled)
  • Tissue adaptation

• Positional tolerance
  • Decreased affects of fatigue and possible contribution to re-injury

• Change in Workplace
  • Demands/procedure/equipment/staff
Accommodation of Injured Workers

• Why?
  • Safety
  • Prevent re-injury
  • Maintain productivity

• How?
  • Capacities
  • Tolerances/durations
  • Modification of tasks
  • Pacing Strategies
Accommodation of Injured Workers

- Functional Capacity Evaluations
  - Completed to determine worker’s functional capacities to compare with pre-injury job demands

- Legislation
The Return to Work Team

Return to work team responsibilities *once return to work commences*:

- Employer
- Worker
- Treatment Team
- WCB
The Return to Work Team

Employer

- Provides information on the job:
  - Implements restrictions
  - Control environment
  - Monitor
- Communicates with treatment team and worker
- Accommodate & Modify
- Report/ Absence
The Return to Work Team

Treatment Team

• Communicate with employer & worker
• Recommend
• Restrict
• Monitor
• Absences
The Return to Work Team

Worker

• Communicate with employer & treatment team

• Self-monitor

• Report
The Return to Work Team

**WCB**

- Works with all parties involved
- Review reports from all parties
Facilitating Successful Return to Work

- CONCLUSION