



Occupational &
Environmental Medicine

Return to Work and Disability Management

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 - No conflict of interest to declare

Mitigating Potential Bias



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- The information presented in this program is based on recent information that is explicitly “evidence-based”.
- This Program and its material is peer reviewed and all the recommendations involving clinical medicine are based on evidence that is accepted within the profession; and all scientific research referred to, reported, or used in this CME/CPD activity in support or justification of patient care recommendations conforms to the generally accepted standards

Learning Objectives



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By the end of this session, participants will be able to:

1. Explain the role of allied health practitioners in return to work and disability management
2. Recognize resources for suitable workplace accommodations through a biopsychosocial framework
3. Summarize the "Seven principles for successful return to work"

Return to Work and Disability Management

- Focus on work disability prevention
- Disability management including vocational rehabilitation



Stages of Disability Management

Employee work status	At work	Incidental absences	Sick leave	Short-term disability leave	Long-term disability leave
Type of intervention	Prevention		Early intervention	Recovery	
Employee health status	Healthy	Possible health risks	Illness/injury	Serious or chronic conditions	
Employer focus	Health promotion	Health risk management	Injury/disease management	Disability management	
Examples of employer programs	<ul style="list-style-type: none"> • Life habits assessment • Information sessions • Work/life balance programs • Physical activity promotion 	<ul style="list-style-type: none"> • Health risk assessment • Behavioural change promotion • Stress management • Physical fitness programs 	<ul style="list-style-type: none"> • Programs aimed at specific illnesses • Targeted education programs • Medication adherence programs • Care guides • Preventative accommodations 	<ul style="list-style-type: none"> • Management of individual employee claims • Specialized care • Chronic or episodic illness management • Rehabilitation • Transitional job options • Accommodations 	
Return-to-work strategies	n.a.	Proactive absence management	Stay-at-work program	Early return-to-work program	

Sources: Lindenberg, "An Organizational Health Perspective," 18; Roach, "Disability Management: Trends and Best Practices," 8; and Seward, "Trends in Mental Health," 7.

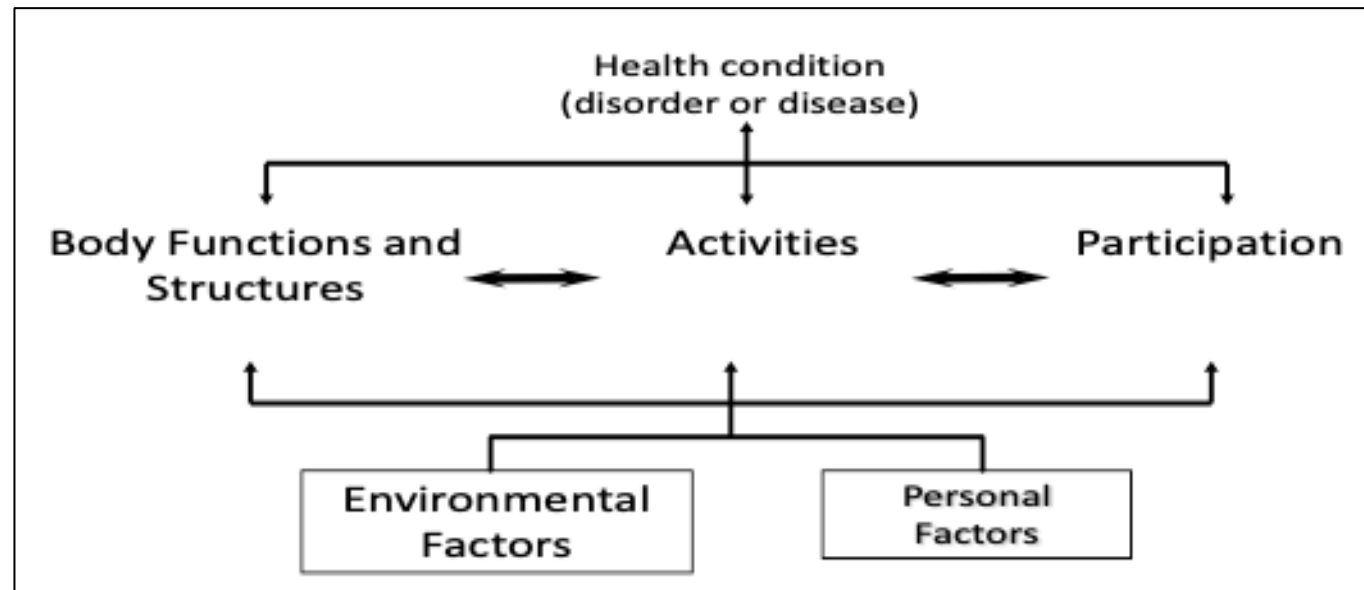
Importance of RTW Programs and Disability Management

Returning to Work...

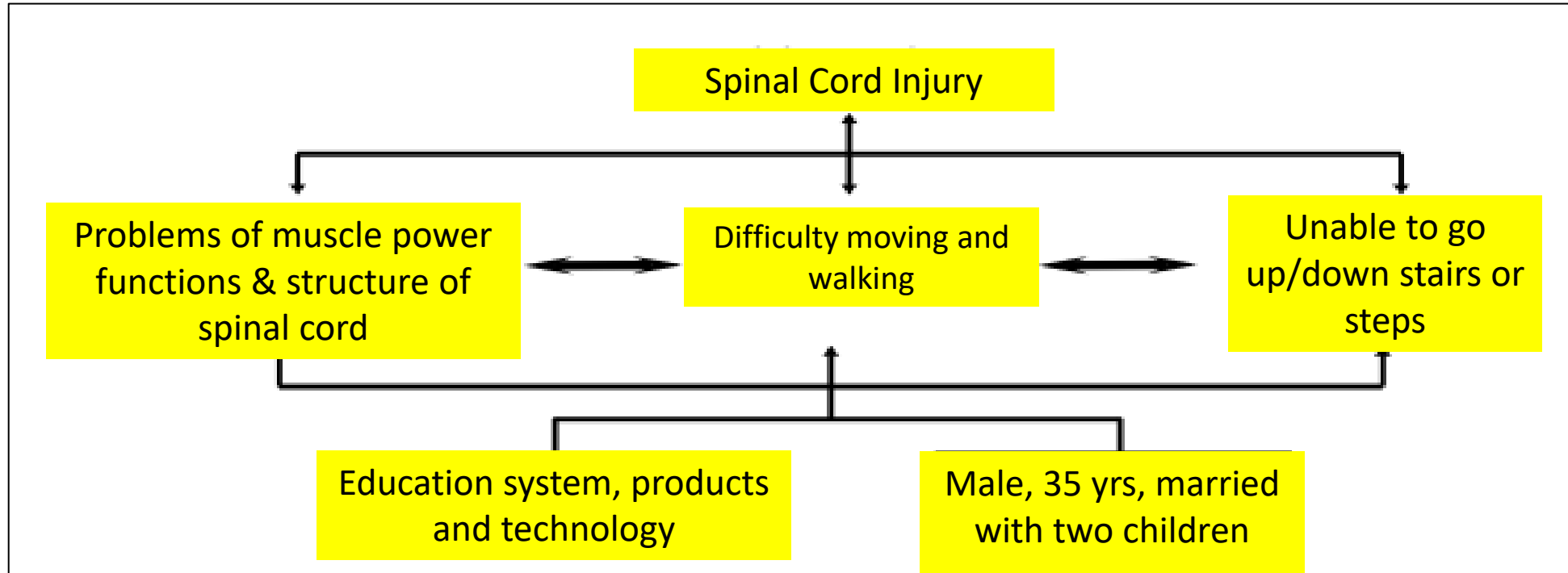


The International Classification of Functioning Disability and Health (ICF)

- Framework for describing and organizing information on functioning and disability by WHO (2001)
- The ICF model looks at functioning at the level of the body, at the level of the individual, of a person as a member of society and environmental factors



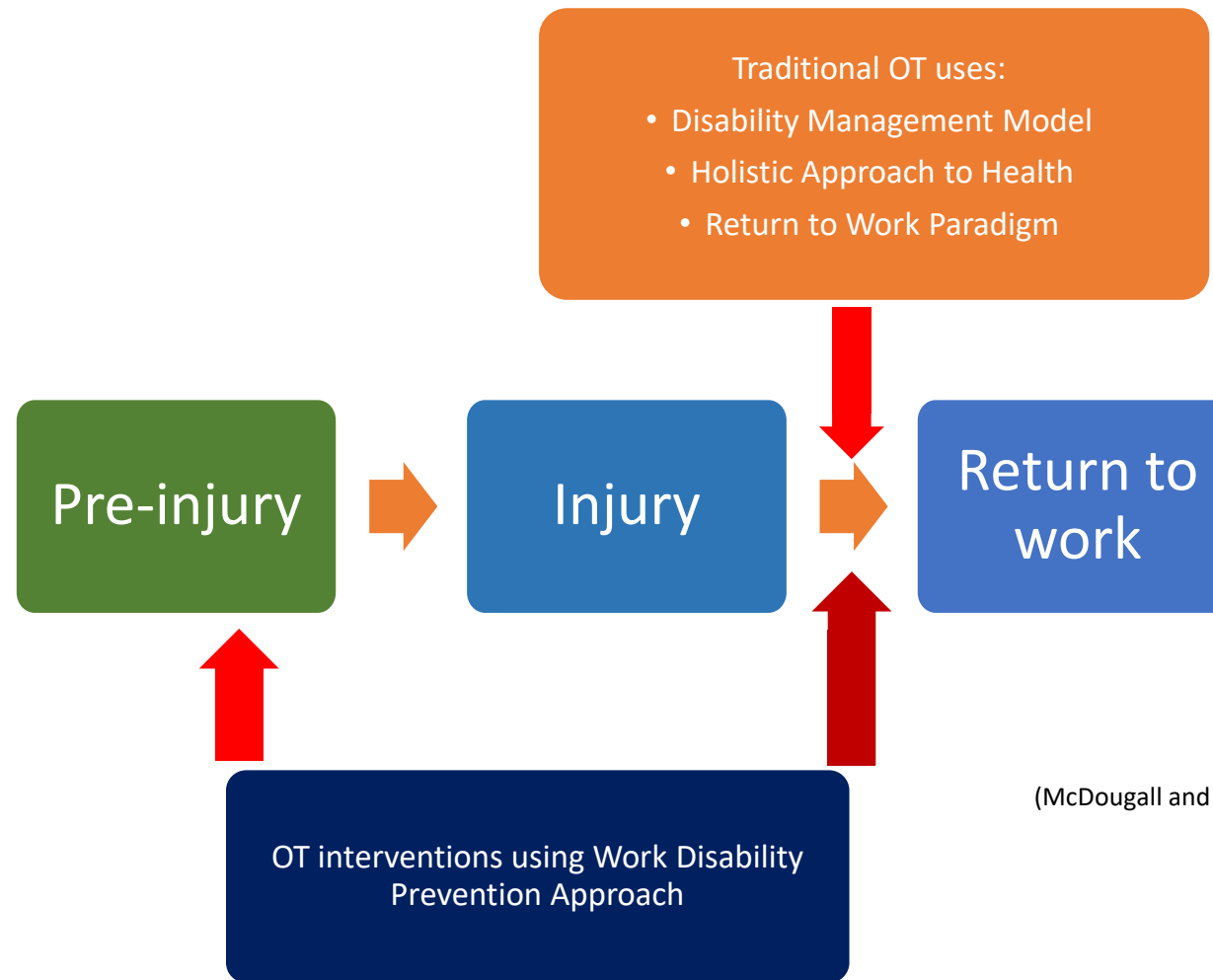
Example Using the WHO ICF



WHO ICF checklist:

<https://www.who.int/publications/m/item/icf-checklist>

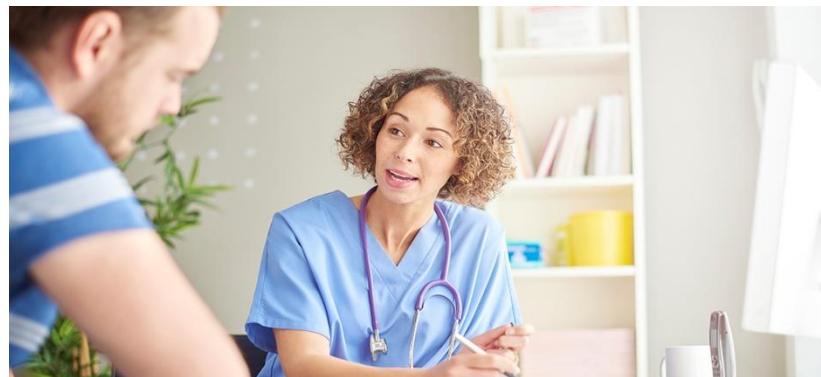
Work Disability and Management Prevention Model



(McDougall and Nowrouzi-Kia, 2017)

Allied Health Care Professionals in RTW and Disability Management

- Advise and support ill/injured worker
- Communicate a worker's abilities with the worker and employer
- Work with other health care professionals to facilitate the ill/injured worker's improvement and safe return to work
- Help transition from worker readiness (at home/community), to re-integration (work), to re-establishing resilience and sustainability at work



The Seven 'Principles' for Successful Return to Work

1. Positive workplace health and safety climate
2. The employer offer of modified work (accommodation)
3. RTW planning
4. Supervisors trained in work disability prevention and included in RTW planning
5. Employer makes early and considerate contact with injured/ill workers
6. Identified person to coordinate RTW
7. Communication between employers and health care providers (consent)



Canadian Standards Association

CSAZ1003: Psychological Health and Safety in the Workplace

About the Standard

- Offers practical guidance to develop and maintain a psychologically healthy and safe workplace

Importance for health care professionals

- Health professionals with expertise in trauma and operational stress injury may be involved in treatment options



CSAZ1011: Work disability management system

About the Standard

- Sets out the requirements for a work disability management (WDM) system
 - Guidance on how to effectively manage workers' health needs to minimize the impact of work disability and effectively onboard workers with disabilities

Importance for health care professionals

- Health care professionals with expertise in workplace disability may be involved in the case management process

Job Demands Analysis

Job demands analysis: comprehensive approach to quantify the physical, cognitive, and environmental demands of the essential and non-essential tasks of a job

- Body Mechanics
- Physical Demands Information
- Cognitive Demands Information
- Costs, providers and types



Take Home Messages

- Explain the role of allied health practitioners and know when to make a referral
- Implement a biopsychosocial framework and patient-centred approach in your practice
- Summarize the "Seven principles for successful return to work"

Contact information

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