

# WHSCC and ESRTW



Newfoundland and Labrador's *Workplace Health, Safety and Compensation Commission* (WHSCC) legislation recently saw major changes that will affect how the Commission works with employers. Some of these changes will be significant, requiring employers to become more involved in the *Early and Safe Return to Work* (ESRTW) process. The most immediate challenge for the Commission may well be ensuring the transition takes place without compromise to the health care standards, and without placing undue workloads or frustration levels on either the Commission or employers.



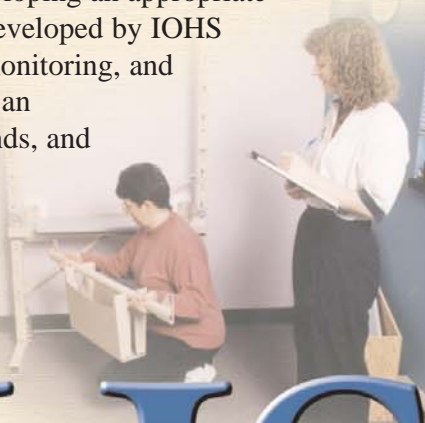
IOHS is one of Newfoundland and Labrador's largest occupational health firms, caring for hundreds of companies and their workers since 1994. We set the standard in consultation, evaluations, and rehabilitation, and can manage all aspects of your workers' health and fitness needs. We emphasize early intervention as the single-most effective method in the prevention of chronic conditions, and customize our programs to address the specific issues surrounding each referral and client injury.

Through a working relationship with IOHS, you, the employer and the therapist will be in a better position to choose the best possible services and programs for each client...*while keeping your caseloads to a minimum:*

## EARLY AND SAFE RETURN TO WORK (ESRTW)

Occupational therapy services are critical in developing an appropriate *Early and Safe Return to Work* program. Plans developed by IOHS include identification of safe job tasks, regular monitoring, and advice on safe progression. This is done through an assessment of the client and his or her job demands, and generally also in consultation with managers, unions, health professionals, and other parties.

IOHS assists in all these areas through a broad range of services, as outlined on the next page:



# IOHS

INTEGRATED OCCUPATIONAL HEALTH SERVICES

## FUNCTIONAL SCREENING ASSESSMENT (FSA)

The FSA determines current safe work tolerances related to a client's injury and job. Information obtained can determine the need for further rehabilitation and assist in designing and monitoring RTW programs. A cost-effective alternative to traditional functional capacity evaluations, FSA's reduce flare-ups and set-backs caused by testing not critical to the referral question.

## FUNCTIONAL CAPACITY EVALUATION (FCE)

The FCE assesses functional workday tolerances and identifies occupations the worker can perform, and ways to maximize abilities and decrease limitations. It determines the impacts of an injury or illness, using standardized assessment tools and job simulation. IOHS continues to perform customized, directed, and validated FCE's. Upon request, we separate compensable from non-compensable functional limitations and provide an objective, scientifically measured analysis.

## ERGONOMIC RISK ANALYSIS

As ergonomic risk analysis will assist with the intake adjudication process by determining if there are reasonable ergonomic risk factors present in a client's job to justify the injury and support the claim.

This assessment will include a detailed ergonomic analysis and may also require a screening assessment of the client.

## HOME DEMANDS ANALYSIS

In cases involving serious disabilities, home demands analysis is used to quantify the level of personal care required. Where possible, we will provide strategies to increase independence and thereby reduce personal care allowance.

## ENHANCED FITNESS PROGRAM

In cases where clients can participate in exercise therapy with limited supervision, the enhanced fitness program can reduce costs by 50% compared to traditional work conditioning programs.

## INTEGRATED SERVICES

IOHS arranges more detailed evaluations if other information or medical recommendations are required, and can integrate physiotherapy, psychology and kinesiology services as needed.

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### — CLIENT ASSESSMENT SERVICES OFFERED BY IOHS —

Functional Capacity Evaluation • Functional Screening Assessment • Job Matching  
Functional Back Evaluation • Pre-Employment Screening

### — WORKSITE/HOME ASSESSMENT SERVICES OFFERED BY IOHS —

Job Site Analysis • Ergonomic Workstation Review  
Ergonomic Risk Analysis • Home Demands Analysis

### — TREATMENT PROGRAMS OFFERED BY IOHS —

Return to Work (RTW) Services • Work Hardening • Work Conditioning  
Education/Ergonomic Consultation • Back Injury Prevention Program (BIPP)  
Lifestyle Counselling • Group Fitness Testing • Design/monitoring of Fitness Programs  
Customized Splinting • Foot Assessment and Customized Orthotics

# IOHS

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