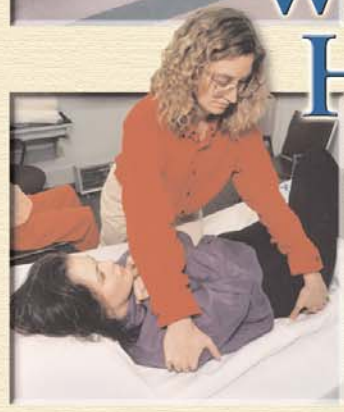
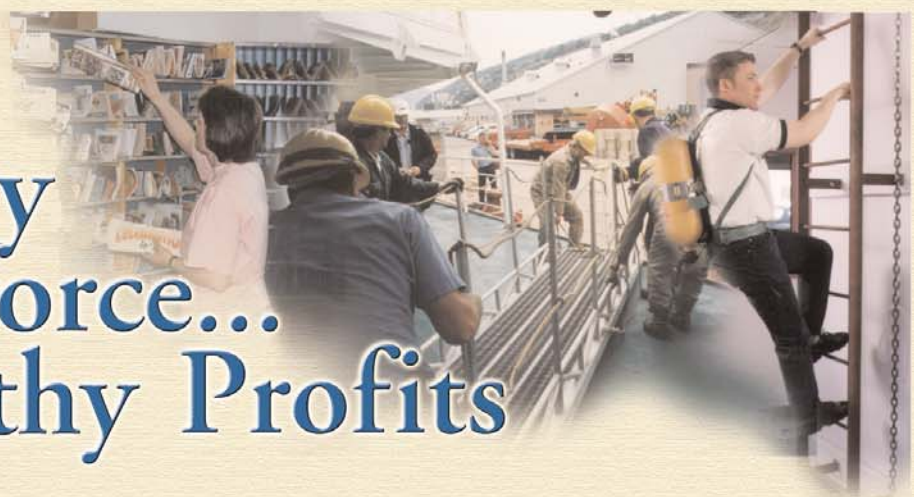


Healthy Workforce... Healthy Profits



Employers today recognize that a healthy workplace increases motivation, morale, and performance. However, many employers have also learned that reducing risks or getting injured workers back to health and back to their jobs doesn't happen by accident.

IOHS is one of Newfoundland and Labrador's largest occupational health firms, caring for hundreds of firms 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.



The province's Workplace Health, Safety and Compensation Commission (WHSCC) legislation recently underwent major changes that will give more responsibility to employers. Some of these changes will be significant, requiring considerable input and expertise. IOHS is here to help, through a broad range of services...

FUNCTIONAL SCREENING ASSESSMENT (FSA)

An FSA is recommended when an injured or ill worker is preparing to return to work, or has recently returned but is experiencing difficulties. Through an objective assessment of the subject's ability to perform the job, and in consultation with other health professionals when required, the FSA determines the subject's specific work-related activity tolerances.

RETURN TO WORK (RTW) SERVICES

An appropriate and safe RTW plan offers the best opportunity to get an injured or ill worker back on the job as quickly as possible with the fewest complications. This may be done through an assessment of the client and his or her job demands, and in consultation with managers, unions, health professionals, and other parties. The plan may include regular monitoring and advice on safe progression in work tasks.



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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 physical and psychosocial impacts of an injury or illness, and includes standardized assessment tools and job simulation activities.

JOB SITE ANALYSIS

Subjective reports from workers and supervisors are combined with an objective on-site task analysis using ergonomic design principles. The *Job Site Analysis* can then become the first step in increasing productivity and decreasing risk of injury. When used in *Job Matching* (below), it can help determine a worker's ability to safely return to a job, and can assist in the design of a safe progression of tasks.

JOB MATCHING

This analysis is done when decisions need to be made about the return of a worker to his/her pre-injury job, a move to an alternate job, or to identify realistic options for retraining. It compares the functional capacities of the worker (*Functional Capacity Evaluation*) to the job (*Job Site Analysis*) in order to determine if a suitable match exists.

WORK HARDENING

This goal-oriented program is individually designed to help returning workers increase their physical tolerances, endurance levels, safe work techniques, and productivity. It includes general strengthening, conditioning and work simulation tasks.

WORK CONDITIONING

General fitness levels of some clients may interfere with their ability to perform basic job demands or actively participate in their medical treatment. *Work Conditioning* increases the worker's ability to participate in an activity. Program goals include increasing strength, mobility, endurance and aerobic conditioning.

INTEGRATED SERVICES

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

— OTHER CLIENT ASSESSMENT SERVICES OFFERED BY IOHS —

Functional Back Evaluations • Pre-Employment Screening

— OTHER WORKSITE/HOME ASSESSMENT SERVICES OFFERED BY IOHS —

Ergonomic Workstation Review • Ergonomic Risk Analysis • Home Demands Analysis

— OTHER TREATMENT PROGRAMS OFFERED BY IOHS —

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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