

Pro-Activity and Early Intervention-A Cure for Workplace Health?

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PRO-ACTIVITY & EARLY INTERVENTION

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A CURE FOR WORKPLACE ILLHEALTH?

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INJURY MANAGEMENT

- **First Aid**
- **Ambulance Centre**
- **Medical Investigation**
- **Definitive Care**
- **Rehabilitation**

EFFECTIVE FIRST AID MANAGEMENT OF ACUTE SOFT TISSUE INJURY

R est
I ce
C ompression
E levation
R eturn to work / Rehabilitation

BENEFITS OF OCCUPATIONAL REHABILITATION

- **Facilitates recovery by promoting supervised workhardening through physical activity at work.**
- **Promotes appropriate duties based on capabilities reducing risks of aggravation or new injury.**
- **Reduces the risks of accidents and injury to fellow workers.**
- **Reduces costs through speedy return to productive work.**

WORKER ASSESSMENT

- **Presenting Illness or Injury**
 - **Physical / Functional capabilities**
 - **Ongoing Management**
- **Psychological Profile**
- **Underlying Health Status**
 - **Age**
 - **Chronic Medical Conditions**
 - **Medication**

MEDICAL ASSESSMENT - WORKER (TREATING DOCTOR'S LIMITATIONS)

- **Pathology**
- **Psychology**
- **Physiology**
- **Performance**

WORKPLACE ASSESSMENT

- **Workstation**
 - **Ergonomics**
 - Anthropometrics
 - Assess
 - Equipment Tools
 - **Hazards**
 - Chemical
 - Biological
 - Physical
- **Workprocesses**
- **Workpractices**
 - **Organizational**
 - **Individual**
- **Environment**

JOB / TASK ANALYSIS

- **Individual**
 - **Health**
 - Physical
 - Psychological
 - **Vocational**
 - Cognitive
 - Technical Skills
- **Organizational**
 - **Worksite Conditions**
 - Location
 - Facilities
 - **Hours**
 - Shifts / Roster

MEDICAL ASSESSMENT & CERTIFICATION

- **Nature of Injury / Illness**
- **Duration of Incapacity**
- **Degree of Incapacity Total / Partial**
- **Nature of Limitations / Restrictions**
 - **Requirement for Modifications**
 - **Time**
 - **Activity**
 - **Aids / Assistance**
 - **Location**
 - **Requirement for Alternate Work**
- **Clarity of Limitations / Restrictions**

COMMON MEDICAL RESTRICTIONS

- **Workplace**
 - **Workstation**
 - **Design**
 - **Location**
 - **Inside / Outside**
 - **Heights**
 - **Confined Space**
 - **Vibration**
 - **Environment**
 - **Temperature**
 - **Wet / Dirty**

COMMON MEDICAL RESTRICTIONS

- **Workpractice**
 - **Organization**
 - **Hours / Shifts**
 - **Hazardous Exposures**
 - **Dose**
 - **Time**

REHAB REQUIREMENTS

- **Physical**
 - Therapeutic
 - Re-conditioning
- **Psychological**
- **Workhardening**
 - Acclimitization
 - Re-training/skilling
- **Vocational**
 - Relocation
 - Re-training

REHABILITATION OPTIONS

- **Return to Work**
- **Formal Workplace Rehabilitation**
- **Off Site Rehabilitation**
 - In patient
 - Out patient
 - Host workplace
- **Re-assessment**

WORKPLACE REHABILITATION ALTERNATIVES

- **Return to**
 - Usual job, Usual worksite
 - Modified usual job, Usual worksite
- **Redeployment**
 - New job, Usual worksite
- **Relocation**
 - Usual job, new worksite
 - Modified usual job, new worksite
- **Retraining**
- **Retirement**

WORKPLACE REHAB CONSIDERATIONS HAZARDOUS EXPOSURES

- **Physical**
 - **Moving**
 - walking
 - Climbing
 - **Manual Handling**
 - Lifting
 - Carrying
 - Pulling / Pushing
 - weight / load
- **Biochemical**
 - **Static Loading**
- **Chemical**
- **Biological**
- **Psychological**

APPROPRIATE DUTIES SHOULD BE

- **Meaningful**
- **Negotiated**
- **Written**
- **Finite**
- **Monitored**
- **Graded**
- **Therapeutic**
- **Capable of amendment**

APPROPRIATE DUTIES

- **Selected**
- **Modified**
- **Alternate**

SELECTED / MODIFIED WORK

- **Tasks**
- **Deleted**
- **Hours**
- **Aids**
 - **Mobility ? Access**
 - **Manual Handling**
 - **Dexterity**
 - **Capacity**
 - **Perception**

ALTERNATE DUTIES

- **Capabilities**
 - **Functional**
 - **Vocational**
- **Workplace Knowledge / Experience**
 - **Alternate Skills / Prior work**
 - **Maintenance**
 - **Training**
 - **Quality Assurance**
- **Retraining / Upskilling**
- **Unskilled**
 - **Housekeeping**

BARRIERS TO REHABILITATION

MEDICAL FACTORS

- **Severe Head Injury**
- **Depression**
- **Chronic Pain**

MEDICAL FACTORS

**Incapacity
to
Work**

**4-6 weeks
Time**

BARRIERS TO REHABILITATION

ENVIRONMENTAL FACTORS

- **Avoidance (Rest)**
- **Litigation**
- **Job Dissatisfaction**
- **Poverty of Job Skills**
- **Finance**
- **Sense of Injustice**
- **Myths**
- **Changed Family Dynamics**
- **Socio-Cultural**

ENVIRONMENTAL FACTORS

**Incapacity
to
Work**

**4-6 weeks
Time**

WHAT TO DO

- **Early Intervention**
- **Manage Behaviourally**
- **Multidisciplinary Management**
- **Counsel Regarding Myths**
 - Hurt = Harm
 - Rest = Recovery
 - Litigation = Lots of money
- **Liase with Key Players**
- **Encourage Compliance**
 - Provide workplace rehabilitation
- **Non-adversarial Compensation**

EARLY WORKPLACE INTERVENTION

- **Follow up of absence**
- **Assess rehabilitation requirements**
 - Rehab Co-ordinator
 - Occupational Therapist
 - Medical Adviser
- **Review Rehabilitation Progress**
- **Re-evaluation**
 - Medical adviser

STRESS - PAIN MAGNIFIERS

- **Stress**
 - Anxiety
 - Anger
 - Guilt
 - Financial Problems
 - Family Problems
 - Dependance
 - Medical Uncertainty
 - Job Dissatisfaction
- **Pain**
 - Physical Discomfort
 - Cognitive Defects
 - Depression

EARLY & FREQUENT ASSESSMENT WHY?

- **Identify**
- **Assessment**
- **Appropriate Treatment**
- **Limit Development of Psychological Factors**

FITNESS FOR WORK CONSIDERATIONS

- **"Duty of Care" obligations**
- **Initial injury**
 - scar tissue
 - micro trauma
- **Pre-existing Pathology**
- **Subsequent pathology**
 - scar tissue (secondary)
 - muscle spasm
- **Physical deconditioning**
 - general fitness
- **Loss of work hardening**
 - task specific

PURPOSE/EXPECTED BENEFITS

- **For Company:**
 - **Faster return to full productive work.**
 - **Management of risk of further injury.**
- **For Individual**
 - **Minimal disruption to family, social and working life.**
 - **Promotes quicker recovery**
 - **Reduced chance of losing physical condition.**