



Therapy for Your Company's Workers' Compensation Blues

An occupational injury is a significant event. First, it signifies that a valued employee has become hurt, with a potential for a delayed or complicated recovery, resulting in disability, scarring, a reduction in work abilities, etc.

Occupational injuries can affect the workplace in a number of other ways, including disruptions to operations, staffing and workload issues, expenses for temporary employee replacement, overtime, training costs, etc.

Finally, excessive injuries can result in an increase in workers' compensation premiums, trigger an OSHA investigation and other actions. In fact, for the past 2 years, Federal OSHA has posted on the web the names and addresses of companies who experience a higher than average number of occupational injuries. This kind of public acknowledgement is to be avoided.

Our Therapy Services Can Benefit Your Organization

Occupational Health Services of Norwalk Hospital provides employers diverse resources for the management of their workers' compensation program. Our state of the art occupational center is home to an experienced team of professionals who are dedicated to preventing injuries, and in the event that an injury does occur, providing expert care and rehabilitation.

Here's a synopsis of our approach:

Prevention

Our therapists provide in-depth review of employers' job descriptions and physical requirements of the job, and apply that knowledge into an effective Physical Demands Assessment (PDA). A PDA is highly effective in assessing a job candidate's ability to actually perform their job duties. Examples of the testing include balance, coordination, bending, lifting, strength, repetition, and fine motor skills. When coupled with a physical examination, this battery provides an excellent vehicle for identifying problems before they manifest themselves as an occupational injury.

Worksite Evaluations

Not all employers have well-defined job descriptions and physical demands documentation. Beyond their importance as previously described, this documentation can provide employers a means to satisfy the Americans with Disabilities Act's requirement to provide reasonable accommodation upon hire or post-injury.

Our therapists perform worksite evaluations on a preventive basis, as well as a component of an employee's treatment. When treatment-related, this approach is invaluable in helping the employee to re-establish adherence to safe work practices.

Therapy for Occupational Injuries

In conjunction with expert care provided by our occupational medicine team, our therapists provide effective rehabilitation of an employee's injury, with an objective to return the employee to duty as soon as possible.

Our approach to therapy includes not only the use of sophisticated diagnostic and therapeutic equipment, but features an intensive, one-on-one intervention with the therapist. This assures that the employee understands how they became injured, how to exercise and recover, and how to prevent an injury from recurring in the future.

Worksite Modification

Following an evaluation and recommendation for physical modification to the jobsite or workstation, changes can range from basic office furniture adjustment to repositioning of major pieces of industrial or production equipment, and redesign of workstations, equipment, and tools.

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Occupational Health Services of Norwalk Hospital

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Work Conditioning

Work conditioning is an intensive three to five days per week program with a focus on activities that replicate the physical demands of a job. The candidate for this program is not able to return to the physical demands of their job as of yet, but has well controlled pain and endurance for a two to four hour program. As with our one to one physical therapy program, our goal is that upon discharge the employee will be able to safely return to their job.

Post-Injury Fitness for Duty Assessment

A targeted functional performance test which is specific to a person's job. Candidates are those who currently or recently have experienced an injury or other physical problem and need to return to some level of work capacity.

Functional Capacity Evaluation (FCE)

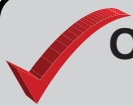
The FCE is an assessment of the correlation between an individual's abilities and the essential job tasks, and employs a systematic approach to gathering data in order to determine physical effort and employability. The FCE may be tailored to a specific job description or may be expanded to identify an individual's overall functional abilities.

Educational Presentations

- Proper use of body mechanics and posture.
- Prevention of occupational injuries.
- Repetitive stress and back injury prevention.
- Presentations include handouts, audiovisual aids, and invite class participation.
- Presentations are tailored to specific job descriptions.

Work Task Analysis

A comprehensive analysis of the physical requirements of certain job functions, such as bending, lifting, reaching, carrying, pushing, pulling, and positional requirements. The assessment is generally performed in an industrial or material handling environment. Employers can use this information in the development of essential job functions or for a job-specific PDA.



Occupational Health Services of Norwalk Hospital is the Occupational Health Program Of Choice:

- ✓ Coordinated Medical Management with treating physicians.
- ✓ Comprehensive Modified Duty Program reduces lost worktime expenses.
- ✓ Active Care Management Program keeps employer and insurance carrier fully informed of employees' return to duty status.
- ✓ 24 Hour Backup provided by Norwalk Hospital Emergency Department for care of emergency and urgent conditions.

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