

OCCUPATIONAL WELLNESS COST SAVING TIPS \$

REPETITIVE STRAIN INJURIES (RSI'S):

- overuse injuries that occur as a result of doing more than the body can handle
- RSI's are an umbrella term used to define different types of repetitive injuries or trauma to soft tissues of muscles or tendons
- symptoms include; burning, aches, tingling, swelling and loss of strength
- contributing factors in addition to repetitive work include; poor ergonomics, posture, stress, inadequate muscle strength, flexibility endurance and lifestyle choices such as inactivity
- early treatment such as PHYSIOTHERAPY is the key to success, otherwise in some cases recovery can be very slow and costly



HOW CAN EMPLOYERS SAVE MONEY?

- according to Statistics Canada an estimated 2.3 million workers reports having RSI's
- this number translates to ~ 1/10 Canadian workers
- the estimated cost of lost work is \$24-40 million per year
- for every RSI that is prevented approximately \$37,000 is saved by the employer

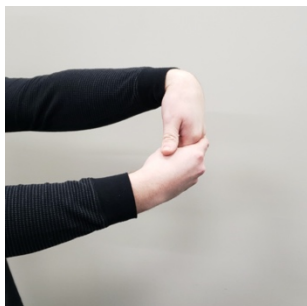
CARPAL TUNNEL

- is the most common nerve entrapment disorder, which is caused by repetitive work with the wrist (which can create pressure on the median nerve)
- the most common repetitive work movements that can cause carpal tunnel are; typing/mouse, lifting, and fine movements of the fingers
- symptoms usually include; pain, pins and needles, clumsiness and muscle wasting of the hand

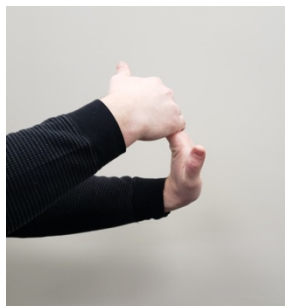
WRIST:

- 1) Grasp the (L) hand. Keeping the (L) elbow straight, slowly bend the (L) wrist down until you feel a stretch. Hold for 20-30 seconds. Repeat 3-5 times. Repeat with the (R) hand.
- 2) Grasp the (L) hand. Keeping the (L) elbow straight, slowly bend the (L) wrist upward until you feel a stretch. Hold for 20-30 seconds. Repeat 3-5 times. Repeat with the (R) hand.
- 3) Prayer stance. Push the palms of both hands towards each other, while slowly pushing the wrist downwards. Hold for 20-30 seconds. Repeat 3-5 times.
- 4) Interlock fingers on both hands and rotate clockwise and counter-clockwise 10 times in both directions.

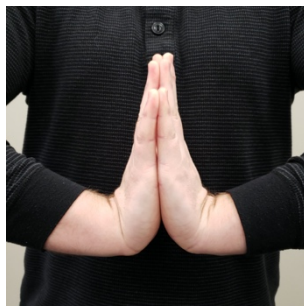
1.



2.



3.



4.



PREVENTION TIPS:

- minimize repetitive activities
- take regular breaks to stretch and exercise before symptoms occur
- seek medical attention as soon as symptoms appear to avoid a chronic cycle of pain and disability
- maintain strong shoulder muscles and good postural control
- our physiotherapists are skilled at knowing when to recommend bracing to help expedite healing and faster returns to work
- ensure proper ergonomics
- maintain healthy lifestyle including regular physical fitness



www.eramosaphysio.com



www.gwha.ca
www.uoguelph.ca/hpc

Our clinics are conveniently located and offer extended morning and evening appointments to accommodate your busy schedule.

EPA clinics. Give us a call today!

ACTON	519.853.9292
BURLINGTON	905.315.7746
CAMBRIDGE / HESPELER	519.220.1794
ELORA	519.846.9919
GEORGETOWN	905.873.3103
ORANGEVILLE	519.940.8993
GUELPH - BULLFROG MALL	519.767.9950
GUELPH - HEALTH AND PERFORMANCE CENTRE	519.767.5011
GUELPH WOMEN'S HEALTH ASSOCIATES	519.780.0606

Your Path to Improved Health
INDUSTRIAL MEDICINE



Our EPA clinics are conveniently located with today's busy schedules in mind. We want to help both employees and employers minimize their lost time from work and offer:

- Early morning and evenings appointments available*
- Monday - Thursday 7 a.m. - 8 p.m.
- Friday 7 a.m. - 6 p.m.
- Expedited 48 hour referral program, for companies using Expedited Physiotherapy Treatment Programs (EPT)

**some hours may vary at each EPA location*

Our professional, caring and friendly administrative team will welcome your employees to the clinic gathering relevant information as it relates to their injury and potential work related claim. They will also introduce your employees to their Regulated Healthcare Professional team that will include a Registered Physiotherapist and often a Registered Kinesiologist.



ADDITIONAL SERVICES INCLUDE:

- specialized programs for shoulder, back and knee pain
- post-surgical rehabilitation
- acupuncture
- sports injuries - specialized programs designed for the prevention and treatment of injuries
- massage therapy
- motor vehicle accident injuries
- work-related injuries & extended industrial medicine services
- several clinic sites offer women's health programs for breast cancer and osteoporosis
- Fit to Move™ Lifestyle Assessment for the prevention of heart disease, diabetes and stroke
- several sites offer custom brace and other braces and support devices.

CLARIFYING YOUR UNIQUE EMPLOYER CONCERNS:

Every employer is working towards creating the balance between a happy and healthy workforce and a productive workforce. In order for employers to achieve this balance they need critical pieces of information and confidence that the information is accurate and relevant to their workforce.

In an ideal situation, every injury can be prevented. Employers need to know and understand any risk that is associated with the essential requirements of each job. Upon the initial offer of employment, the best-case scenario aligns the best employee with the most suited job for the employee's abilities.

As the employer's new hire moves along in their experience, we want the employee's knowledge to continue to grow around injury prevention and foster an atmosphere of prevention and mentorship amongst the workforce.

But despite an employer's best efforts, injuries can happen. When injuries occur, employers are often left with sparse information about their employees' injury, and the best way to keep them at work safely while they recover. Furthermore, many employers lose control of managing this process secondary to family doctors, or other healthcare providers eliminating them from the communication circle. At these junctures, information is critical and again employers need to have the confidence in the source providing recommendations for an employee's recovery and return to work.

Eramosa Physiotherapy Associates (EPA) is a physiotherapist owned and operated group of clinics who have been providing both employers and their employees with sound prevention, workplace injury management and return to work strategies using evidenced-based practices. Our top areas of practice include the treatment of: shoulder pain, low back pain and knee pain. In addition, we have unique programs that include concussion management and pelvic physiotherapy. The foundation of our evidence-based practice is: education, manual therapy and active exercise. We understand that to accelerate healing that employees need to understand their injury and know that they must play an active role in their recovery.



COMMON CAUSES THAT LEAD TO EMPLOYEES BEING INJURED:

- Employees are assigned to jobs that they are not physically capable of doing safely long term
- Employees do not receive education and training on proper technique to carry out higher risk activities
- Employers do not have adequate information about the high-risk areas of a particular job
- There is not an open line of communication between the employee, employer and healthcare providers
- An employee off work does not receive education as it relates to a safe return to work

RESOURCES TO ASSIST EMPLOYERS TO CREATE THE IDEAL HEALTHY, SAFE AND PRODUCTIVE ENVIRONMENT:

EPA has a list of resources to assist both employers and employees. Our approach to these resources, gathering information and recommendations all use our unique *rehabilitative lens* that comes from years of experience of treating work related injuries.

PHYSICAL DEMANDS ANALYSIS (PDA):

- A PDA is a document that outlines all essential and non-essential demands of a specific job
- A Regulated Health Professional will quantify, break the job down into components and evaluate all of the physical and environmental demands
- PDAs give clear outline for employees returning to jobs from injury
- PDAs demonstrate to regulatory bodies like WSIB that the company is organized and has done their due diligence

PRE- OFFER EMPLOYMENT TESTING (POET):

- POETs put prospective employees through job specific work tasks that are determined through collaboration with the employer and their unique needs
- A Regulated Health Professional evaluates the prospective employee on whether he or she can physically perform the tasks of the job.
- The testing can also evaluate the biomechanics and technique of the prospective employee to ensure proper biomechanics and technique are observed.
- POET results help place employees in the most ideal physically demanding position for that individual, therefore minimizing future injuries
- Employers who use post-offer employment testing, or POET, achieve an average 47% fewer workers' compensation injuries and three times higher retention than those who don't use POET.
- Reducing future injuries eventually results in savings on WSIB premiums

FUNCTIONAL ABILITIES EVALUATION (FAE):

- An FAE is a test to assess the injured worker's capabilities and limitations to help facilitate the worker timely return to work, and reduce the chance of re-injury
- The objective testing can involve the worker performing lifting, carrying and pushing tasks, as well as job specific tasks to mimic a typical day the worker will experience

RETURN TO WORK/CONDITIONING PROGRAMS(RTW):

- A RTW program is essential for an employee who has suffered an injury.
- Work conditioning programs help target strength, endurance and functional work demands to build an injured employee's tolerance and assist in a successful return to work
- The individualized plan can help an injured employee remain at work or help safely return the employee to work
- Returning the employee to work too soon, whether not physically or mentally ready will increase the chances of the employee re-injuring themselves
- RTW planning will include general strengthening, job specific strengthening, job coaching/retraining and overall preparing the employee to return to work.

EXPEDITED PREFERRED TREATMENT STREAMS (EPT):

- A EPT program ensures that injured employees can quickly access medical care from a team of Regulated Healthcare Providers
- EPA has a strong referral network of over 500 physicians, giving employees confidence that they are being referred to a provider who has their best interest as a priority
- EPT gives employers extended communication to create an environment of information sharing to allow employees a safe and quick return to work
- EPT gives employers access to our multiple EPA sites across the southern golden triangle area

ONGOING SUPPORT FOR EMPLOYERS AND EMPLOYEES:

To ensure that your employees stay on their Path to Improved Health, we provide them with a home based exercise program, exercise tools for home use and education to minimize future reoccurrences. With the employee's permission, we always update the primary health care provider with our recommendation during, after treatment completion and in the instance of a return to work plan.

We want every employee to remain at the peak of their Path to Improved Health and we will follow up with employees to check in on their progress. Sometimes there can be regressions if there has been a change in the employee's health status or physical demands at work. We want to maintain communication between the employee, employer and health care providers to be proactive in managing any regressions.

RESOURCES TO ASSIST EMPLOYERS TO CREATE THE IDEAL HEALTHY, SAFE AND PRODUCTIVE ENVIRONMENT:

Eramosa Physiotherapy Associates (EPA) has a list of resources to assist both employers and employees. Our approach to these resources, gathering information and recommendations all use our unique *rehabilitative* lens that comes from years of experience of treating work related injuries.

PHYSICAL DEMANDS ANALYSIS: \$700 for each onsite analysis including full report*

- A PDA is a document that outlines all essential and non-essential demands of a specific job
- A Regulated Health Professional will quantify, break the job down into components and evaluate all of the physical and environmental demands
- PDA's give clear outline for employees returning to jobs from injury
- PDAs demonstrate to regulatory bodies like WSIB that the company is organized and has done their due diligence

**discounts offered for multiple PDA analysis*

POST- OFFER EMPLOYMENT TESTING (POET): \$175, for testing of 4-5 essential duties completed in 40-45 minutes

- POETs put prospective employees through job specific work tasks that are determined through collaboration with the employer and their unique needs
- A Regulated Health Professional evaluates the prospective employee on whether he or she can physically perform the tasks of the job.
- The testing can also evaluate the biomechanics and technique of the prospective employee to ensure proper biomechanics and technique are observed.
- POET results help place employees in the most ideal physically demanding position for that individual, therefore minimizing future injuries
- Employers who use post-offer employment testing, or POET, achieve an average 47% fewer workers' compensation injuries and three times higher retention than those who don't use POET.
- Reducing future injuries eventually results in savings on WSIB premiums

FUNCTIONAL ABILITIES EVALUATION (FAE):

- An FAE is a test to assess the injured worker's capabilities and limitations to help facilitate the worker timely return to work, and reduce the chance of re-injury
- The objective testing can involve the worker performing lifting, carrying and pushing tasks, as well as job specific tasks to mimic a typical day the worker will experience
 - **EPA FAE: \$950**
 - Uses standardized protocols and equipment to determine current functional status through progressive functional dynamic testing
 - Typically used when monitoring for consistency of effort is necessary

- Physiotherapy screen included
- Identifies impairments, outlines return to work capabilities
- Comprehensive report provided
- **Hanoun Computerized Testing: \$1100 full day, \$1500 for full 2 days**
 - Hanoun computerized testing.
 - Required advanced noticed for booking, and is available for all EPA sites
 - As above, but using Hanoun Standardized protocol
- Both of the above are used to identify functional abilities to assist with:
- Return of an employee after a leave from work to a modified and suitable work plan that matches their functional abilities
- For clearance that a person is able to meet an comprehensive outline of functional requirements
- For meeting the necessary WSIB or other Disability Claims management documentation of an employee's objective functional abilities testing when dealing with unsuccessful return to work placements

RETURN TO WORK/CONDITIONING PROGRAMS (RTW): MVA & WSIB fee schedules, quotes provided for private return to work programs

- A RTW program is essential for an employee who has suffered an injury.
- The individualized plan can help an injured employee remain at work or help safely return the employee to work
- Returning the employee to work too soon, whether not physically or mentally ready will increase the chances of the employee re-injuring themselves
- RTW planning will include general strengthening, job specific strengthening, job coaching/retraining and overall preparing the employee to return to work.

EXPEDITED PREFERRED TREATMENT STREAMS (EPT): \$135 Initial Visit, \$90/follow up visit. Includes direct collaborative/reporting to employer & physician, and when appropriate WSIB reporting after initial visit, and progress check points

- A EPT program ensures that injured employees can quickly access medical care from a team of Regulated Healthcare Providers
- EPA has over 500 medical doctors that refer their patients to one of our many EPA sites. This strong referral network gives employees the confidence that they are being referred to a provider that has their best interest as a priority
- EPT gives employers extended communication to create an environment of information sharing to allow employees a safe and quick return to work
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PHYSIOTHERAPY



Physiotherapy Referral

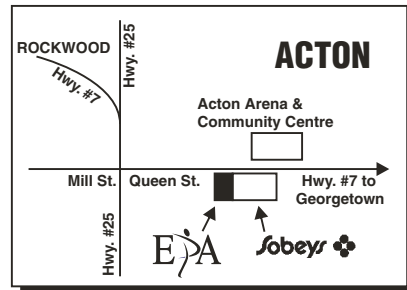
Employee's Name: _____ Date: _____

Occupation: _____ Injury: _____

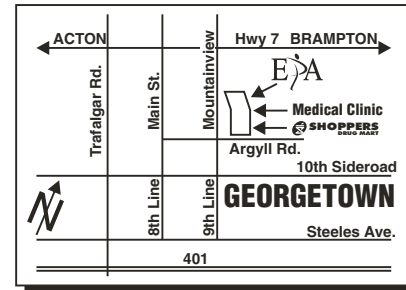
Please Check One: Occupational Injury Non-occupational Injury

Supervisor: _____ Location: _____

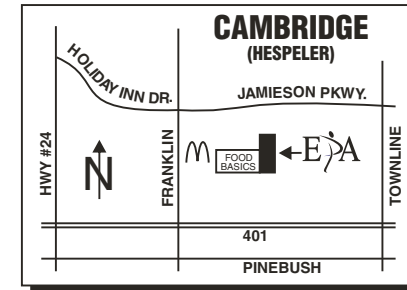
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372 Queen Street
TEL: 519-853-9292
FAX: 519-853-9009



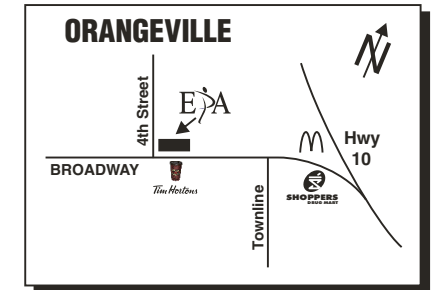
GEORGETOWN
333 Mountainview
Road South, Unit #9
TEL: 905-873-3103
FAX: 905-873-6471



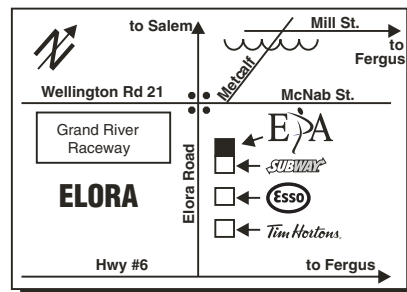
CAMBRIDGE (HESPELER)
100 Jamieson Pkwy.
Unit #14
TEL: 519-220-1794
FAX: 519-220-1207



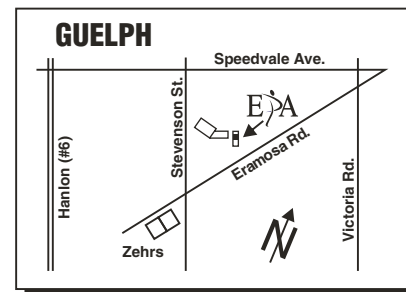
ORANGEVILLE
41 Broadway Avenue
TEL: 519-940-8993
FAX: 519-943-0288



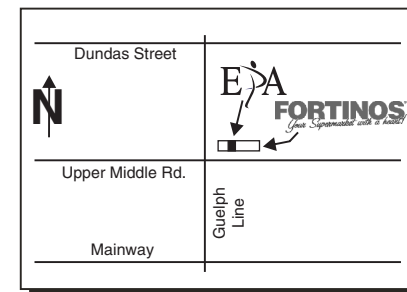
ELORA
58 Wellington Road 7
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FAX: 519-846-2208



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FAX: 519-767-9819



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