

## OCCUPATIONAL WELLNESS COST SAVINGS TIPS

### WORK CONDITIONING PROGRAMS (WCP):



After an initial assessment with a Registered Physiotherapist, current impairments, functional baseline and goals are identified. Then, with a Registered Kinesiologist, individualized exercises targeting impairments and a program simulating work demands focusing on the physical requirements of the worker's occupation is developed. This WCP allows for a graduated increase in strength and endurance while monitoring biomechanics and physiological challenge in supervised clinical environment. It typically also includes education regarding expected temporary increases in discomfort as the body adapts to new physical demands, the use of pacing and scheduling techniques and allows for the application of modalities to assist with pain management as needed.

A WCP can be combined with a gradual Return to Work Program to ensure a safe and successful return to pre-injury duties in the workplace.

### RETURN TO PROGRAMS (RTW):

After an initial assessment with a Registered Physiotherapist to determine any physical restrictions/limitations, a RTW Plan is developed. This plan is typically graduated in nature with the goal of returning the worker to their pre-injury work hours and duties over a specified timeline.



It is scheduled and monitored by a Registered Kinesiologist, who performs weekly check-ins with the worker and assists with any trouble shooting required to allow for a safe and successful return to essential work demands. The RTW Program is often combined with a Work Conditioning Program, especially if the worker has been absent from work for an extended period in order to assist the worker in building the strength and endurance required in the workplace.





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[www.gwha.ca](http://www.gwha.ca)  
[www.uoguelph.ca/hpc](http://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
- 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

### 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
- EPT gives employers access to our multiple EPA sites across the southern golden triangle area

# PHYSIOTHERAPY



# Physiotherapy Referral

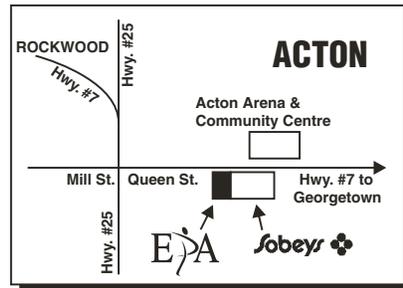
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Occupation: \_\_\_\_\_ Injury: \_\_\_\_\_

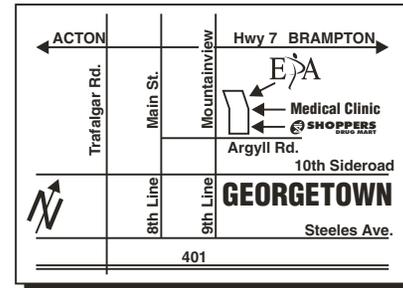
Please Check One: Occupational Injury  Non-occupational Injury

Supervisor: \_\_\_\_\_ Location: \_\_\_\_\_

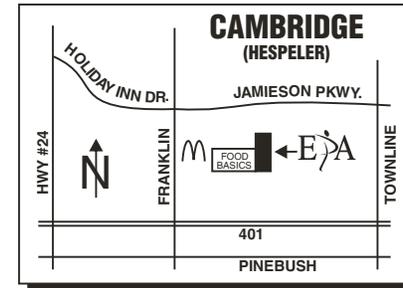
**ACTON**  
**372 Queen Street**  
**TEL: 519-853-9292**  
**FAX: 519-853-9009**



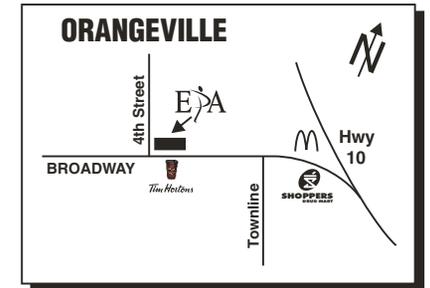
**GEORGETOWN**  
**333 Mountainview Road South, Unit #9**  
**TEL: 905-873-3103**  
**FAX: 905-873-6471**



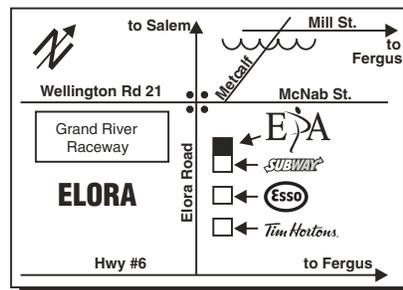
**CAMBRIDGE (HESPELER)**  
**100 Jamieson Pkwy. Unit #14**  
**TEL: 519-220-1794**  
**FAX: 519-220-1207**



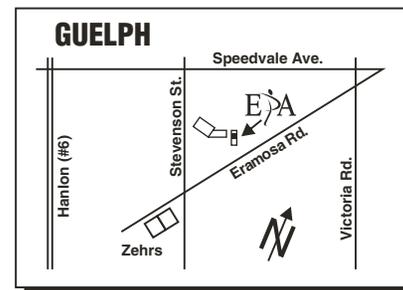
**ORANGEVILLE**  
**41 Broadway Avenue**  
**TEL: 519-940-8993**  
**FAX: 519-943-0288**



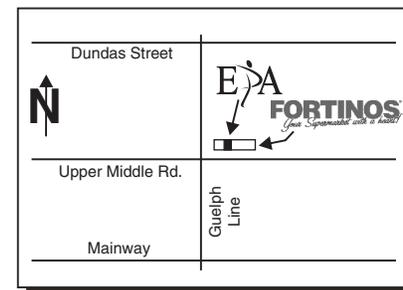
**ELORA**  
**58 Wellington Road 7 Unit #2**  
**TEL: 519-846-9919**  
**FAX: 519-846-2208**



**GUELPH**  
**380 Eramosa Road Unit #28**  
**TEL: 519-767-9950**  
**FAX: 519-767-9819**



**BURLINGTON**  
**2025 Guelph Line, #172 Burlington, ON L7P 4M8**  
**Tel: 905-315-7746**  
**Fax: 905-315-7600**  
**Email: burlington@eramosaphysio.com**



For more information visit [www.eramosaphysio.com](http://www.eramosaphysio.com)