



Mercer Health Industrial Therapy

Early Return and Remain at Work Programs, Transitional Work On-Site Therapy and other Work Related Therapy Services



The Rehabilitation Department of Mercer Health assists employers, injured workers and physicians by providing physical and occupational therapy in our clinical sites and also at the worksite. Our industrial therapists are committed to providing personalized return to work programs for each injured worker. We assist employers in managing workers' compensation and disability costs and improve the long-term employability of the company's work force.

Our services include:

- Transitional Work Therapy
- Functional Capacity Evaluations (FCE's)
- Ergonomic Assessments
- Job Analyses
- Injury Prevention Programs
- Massage Therapy
- Post Offer Pre-placement Screens
- Sprain/Strain Clinics (Physician not required)
- On-site Physical Therapy Treatments
- On-site Occupational Therapy Treatments
- Clinic-Based Physical Therapy Treatments
- Clinic-Based Occupational Therapy Treatments

TRANSITIONAL WORK

What is Transitional Work?

Transitional Work is a return to work program, which is time limited, focused on gradually increasing job demands and work tasks toward a targeted job. This allows an injured employee to either remain at work or return to work sooner, hopefully to their original job. Transitional Work Therapy uses actual work tasks and equipment to condition the worker and progresses towards return to full work duty.



When is Transitional Work Therapy appropriate??

Transitional Work Therapy is physician ordered.

It is most beneficial when:

The Injured Worker:

- Has a job to return to
- Has restrictions identified by the physician

The employer:

- Can make modified work available
- Wants to eliminate lost time days
- Needs assistance with identifying job tasks and potential modifications
- Wants to ensure the injured worker returns to work safely

Who can Request Transitional Work Services?

Referrals can be made by

- Physicians
- Employers
- Managed Care Organizations
- Field Case Managers
- Third Party Administrators
- Disability Case Managers

Benefits of Transitional Work Therapy

Statistics support indirect costs are four times greater than direct claim expense for a workplace injury that becomes a lost-time claim. These costs include decreased productivity, hiring and training replacement expenses, overtime for loss of work, legal bills, and loss of morale, business and customer goodwill. The costs to injured workers are even greater. Ergonomic risks can often be identified and recommendations made to eliminate further worker injury. The utilization of an experienced industrial clinician helps identify and stop malingering or symptom magnifying behaviors of employees.



Transitional Work Services Include:

- Transitional work therapy allows a worker a gradual transition back to their original job or another targeted job under the supervision of a therapist who provides periodic on-site monitoring.
- Transitional work therapy uses actual work tasks and equipment to condition the worker and progress tolerances and physical capabilities with the goal of return to work full duty.
- Job evaluation/analysis/modification to job demands and setup
- Formal Job Ergonomic studies as necessary.
- Progressive conditioning to strengthen the employee's physical capabilities
- Safe work practice training regarding body mechanics/cumulative trauma to prevent re-injury
- Coordination of services including communications to employer, physician, case manager, etc.
- Ensure job task progression and decreased time on restricted duty
- Therapist visits the job site two to three times per week usually one to two hours per visit.
- One on one therapy for injured employees using licensed physical therapists and/or occupational therapists.

FUNCTIONAL CAPACITY EVALUATION

Functional Capacity Evaluation:

- An FCE helps define a worker's current ability and level of function to perform various work duties and tolerance for various work postures and positions. Recommendations are made regarding adjustment of restrictions, need for other services and the worker's ability to return to work. During the FCE testing process, consistencies and inconsistencies are well documented.
- An FCE usually addresses the worker's ability to return to a specific job so a job analysis including specific work duties is usually provided to us. If a Job Analysis isn't available, an On-Site Job Analysis can be performed.



ERGONOMIC ASSESMENT

Ergonomic Assessment

- An Ergonomic Assessment is done on-site and identifies modifications that allow workers to return to the same job or to another job within the company.
- An Ergonomic Assessment looks at the tasks of the job and the ability of the worker to do the job.
- Recommendations are often made that can include equipment modifications or acquisitions, job modifications, proper lifting and ergonomic education and instructions.
- The Ergonomic Assessment documents ergonomic risk factors when present within the targeted job and makes recommendations to address and reduce these risks.
- The Ergonomic Assessment can be done with or without the injured worker present.



JOB ANALYSIS

Job Analysis

- The Job Analysis documents the essential functions of a targeted job or task.
- A Job Analysis includes a general description of the identified job tasks and evaluates the physical demands of that particular job. The Therapist works closely with an employee or supervisor that is familiar with the job.



- The Job Analysis documents and includes both the material and non-material handling requirements and also the postural and positional demands of the job.
- The Job Analysis is done on-site and it will describe what the worker does and how the worker performs the work. This helps establish a baseline of the requirements for the job. A worker's ability to perform these job duties can then be compared to the results of the Job Analysis.



INJURY PREVENTION PROGRAM

Injury Prevention Programs

- We can provide customized education classes for your workers on a variety of health and safety related topics.
- Classes can be done for specific departments or small groups or can be taught in large classes.
- Topics can include proper body mechanics, lifting techniques, stretching exercises and proper job set up.
- PowerPoint presentations that utilize pictures from your company are often used and are an effective means of stressing key points.



POST OFFER PRE-PLACEMENT SCREENS

Post Offer Pre-placement Screens

- A Post-Offer Pre-placement Test is a specific test that evaluates that hired workers have the physical capacity to perform the essential functions of the job offered to them.
- Post Offer Pre-Placement Screens prevent injuries by matching potential employee's work abilities against the demands of the jobs offered to them.
- Post Offer Pre-Placement Screens meet the Americans with Disabilities Act (ADA) and US Equal Employment Opportunity Commission (EEOC) requirements.



SPRAIN/STRAIN CLINICS

Sprain/Strain Clinics

- Therapists are available for cost-effective evaluation of early worker symptoms during pre-scheduled on-site visits. Prevention and early intervention are the keys to the Sprain/Strain.
- Symptoms are addressed early to avoid the development of a recordable work related injury.
- Supervisors screen employees prior to their participation in the clinics.
- Recommendations can include job setup and task modifications, instruction in various stretches, and other recommendations that help prevent the development of a job related injury.

ON-SITE PHYSICAL / OCCUPATIONAL THERAPY

On-site Physical Therapy Treatments

On-site Occupational Therapy Treatments

- On-site clinic-based Physical and Occupational Therapy can be arranged to be done for work related injuries at your work site in certain situations. A separate private space for treatment is necessary.
- On-Site Therapy is prescribed by a physician.
- Physical Therapists generally treat the back, neck, shoulder, hip, knee and ankle.
- Occupational Therapists generally treat the hand and elbow.
- Therapists evaluate the patient and will determine the treatment necessary to meet the established goals. Treatment frequency is determined and follow-up treatment sessions generally last approximately 30-45 minutes.
- BWC State Fund billing is done per CPT Codes as defined in the BWC Reimbursement Manual.



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