Learning Objectives

Upon completion of this course, the participant will understand:

- The concept of injury management vs. injury prevention
- The continuum of injury management and injury prevention services
- The value of injury management
Industrial Services Continuum

- Injury Management
- Injury Prevention

Injury Management Services

- Return to Work Program
  - Acute and Sub Acute Injury Management
  - Work Conditioning/Work Hardening
  - Functional Capacity Evaluation
  - Job Site Analysis
  - Transitional work programs
- Focus on early intervention, functional restoration and RTW.
Injury Prevention

- Stay at Work Services
  - Educational Programs
  - Post Offer Testing
  - Ergonomics

What Are We Trying To Prevent?

- Accidents and trauma injuries
- Force exertion injuries
- Repetitive motion injuries
- Cumulative trauma disorders
- Over use injuries
How Do These Injuries Occur?

- Stress is applied to the body
- Through participation in specific risk factors
- Without chance of recovery

Bucket Analogy

Wear & Tear

→ Cumulative Trauma: Wear & Tear Exceeds Healing

Healing
Risk Factors

- Repetitive Motions
- Awkward Postures
- High Forces
- Inadequate Rest
- Contact Stress
- Environmental
  - Vibration
  - Cold
  - Stress

Repetitive Motions
Awkward Postures

Force
Inadequate Rest: Every Activity Affects Injury Process

Contact Stress

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Environment - Vibration

- Wrist CTDs - Reps & Force

Odds Ratio

Silverstein 1985
Personal Factors

- Age
- Gender
- Height/Weight Ratio
- Diabetes
- Thyroid Disease
- Hormonal Status

Ergonomic Principles

- Start with Job Analysis: on-site evaluation of risk factors through observation of work processes and employee work behaviors
- Educational programs and Post Offer Testing programs also start with Job Analysis.
1. Work in Neutral Postures

- Neck Straight
- Shoulders Relaxed
- Elbows at your side
- Wrists Straight
- Three Curves in the Back

Neutral Postures – Before & After
2. Reduce Excessive Force

3. Reduce Repetitions – Before & After
4. Keep Everything within Easy Reach

5. Work at Proper Heights
6. Minimize Fatigue & Static Load

7. Minimize Pressure Points
8. Provide Clearance

9. Move, Exercise, Stretch

- No one best posture
- Alternate sitting and standing
- Compensate for sustained postures
10. Maintain a Comfortable Environment

- Lighting
- Temperature
- Vibration
- Noise
- Stress

When To Recommend Ergo Eval

- Client with CTD, especially surgical case
- Recurrent injuries
- Method of injury – routine work activities & symptoms developed over time
- Multiple injuries from same area of company
Ergonomic Interventions

- Large majority of ergonomics interventions are very low cost

Encouraging Investment in Safety

- Ergonomic costs are minimal compared to injury costs!
Value Proposition

Reduce Percentage of EEs not working at full capacity

Worker's Compensation Spectrum

- Hiring
- Safety
- Injury
- Recovery
- Closure

POETs, Preventative Programs, Acute Injury Management, Work Conditioning, FCEs, Outcomes, RTW protocols

Questions?
Thank you!