



Keys to Effective Work Hardening and Limited Duty Programs

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How does it all fit in?

Industrial Rehabilitation Process



The WHO

The WHAT

The WHY

The WHEN

The HOW

Who are the Industrial Rehab Specialists?

- Occupational Therapist
- Physical Therapist
- Exercise Physiologist
- Vocational Evaluator
- Occupational Nurse

Depends on each state's
licensing and workers'
compensation laws



What are the services?



Functional Capacity Evaluation

Work Hardening Program

Work Conditioning Program

Job Analysis

Limited Duty Program



Functional Capacity Evaluation

An objective determination
of the level of function.



The Functional Capacity Evaluation Determines...

- Ready for return to work full duty
- Ready for limited duty work
- Ready for treatment
- Objectify symptom magnification
- Identify present capacities



Components of the FCE

Medical History

Musculoskeletal Assessment

Functional Findings

Worker Performance



What is Work Hardening?

“a highly structured, goal oriented, individualized treatment program designed to return the person to work.” Work hardening programs use **real or simulated work activities** designed to restore **physical, behavioral, and vocational function.**

CARF



The Benefits of Work Hardening

Improves musculoskeletal status

ROM, strength, endurance

Increases functional abilities

physical demand level, abilities,
workplace tolerance

Improves worker performance

symptom management, symptom
magnification, worker traits



Improves Musculoskeletal Status

- ◆ Range of Motion
- ◆ Strength
- ◆ Neurological Status/Endurance



Increase Functional Abilities

- ◆ Physical Demand Level
- ◆ Functional Abilities
- ◆ Workplace Tolerance

Improve Worker Performance



- ◆ Symptom Management
- ◆ Symptom Magnification
- ◆ Worker Traits



What is Work Conditioning?

“a work related, intensive, and goal-oriented treatment program specifically designed to restore an individual’s **systemic, neuro-muscular (strength, endurance, flexibility, etc.) and cardiopulmonary function.**” The objective of the work conditioning program is to restore the client’s physical capacity and function so the client can “return to work”.

APTA



Work Hardening vs. Work Conditioning

Hardening

4 hrs. to full time

5 days a week

Extension of OT and
PT

Addresses physical
behavioral and
vocation function

Conditioning

2 to 3 hours a day

2 to 3 days a week

Extension of PT

Addresses

systemic, neuro-
muscular, and
cardiopulmonary



What is the Job Analysis?

Job Demand Analysis

Itemization of the critical job demands

Task Analysis

Detailed inventory of the frequency, duration, and forces required for the critical job demands

Ergonomic Evaluation

Mathematical analysis of the physical aspects that might be considered hazardous

Key



What is Limited Duty?

Modification of general job duties or specific job tasks

Alternative job duties of regular job or specific job tasks

Transitional duties of general job duties or specific job tasks

Modified Duty, Light Duty, Restricted Duty



The Benefits of Limited Duty

Improves Musculoskeletal status
endurance

Improves Functional abilities
workplace tolerance

Improves worker performance
reinforces symptom management,
maintains worker traits



Modified Duty Techniques

- ◆ Job Pacing
- ◆ Job Rotation
- ◆ Stretching breaks
- ◆ Positional changes
- ◆ Assistive or ergonomic devices

Development of the Limited Duty Program



- ◆ Performing the FCE
- ◆ Completing a Job Analysis
- ◆ Coaching the employee
- ◆ Educating the supervisor/employer
- ◆ Communicating with the doctor and other health care team members
- ◆ Providing Work Conditioning



Combining Limited Duty and Work Conditioning will maximize the worker's Musculoskeletal, functional and worker performance.



When is the right time to start the process?



Return to work hierarchy

- ◆ Same employer, same job
- ◆ Same employer, different job
- ◆ Different employer, same job
- ◆ Different employer, different job
- ◆ On the job training
- ◆ Retraining for new career
- ◆ Self employment
- ◆ Independent living