

*** * MODIFIED WORK PROGRAM * ***

Southlake Regional Health Centre's Modified Work Program has been developed to assist in the early and safe return to work for any employee unable to perform their regular duties due to an occupational or non-occupational illness or injury .

GOALS & OBJECTIVES OF THE PROGRAM:

- ! TO FACILITATE the employee's rehabilitation to full regular job
- ! TO PROVIDE temporary modified duties to the employee enabling him/her to resume job functions compatible with their functional limitations if unable to resume regular work duties.

BENEFITS OF MODIFIED WORK PROGRAM TO EMPLOYEE:

- ! enhances rehabilitation to pre-accident job position
- ! reduce any sense of estrangement or isolation from the workplace
- ! maintain contact with co-workers and friends
- ! provide gradual re-adaptation to physical demands of the workplace
- ! maintain skills
- ! maintain dignity and self-respect by remaining productive
- ! receive full wages and benefits

BENEFITS OF MODIFIED WORK PROGRAM TO EMPLOYER

- ! assisting in an injured worker's rehabilitation process
- ! retaining skilled workers
- ! maintaining goodwill and employee relations
- ! retaining productivity
- ! reducing accident costs
- ! reducing unnecessary lost time
- ! reducing cost of hiring and training replacement

TEAM APPROACH TO REHABILITATION MANAGEMENT

Each return-to-work assessment period must be tailor-made to the employee's specific needs. This goal is more readily achieved when there is a team effort used in rehabilitation planning.

The team consists of:

- ! Employee
- ! Occupational Health & Safety Manager/Officer
- ! Occupational Health Nurse
- ! Occupational Health Physician
- ! Treating Practitioner
- ! Department Manager

The team will design a Modified Work Program consistent with the employee's functional limitation and skill level. A goal is set for return to regular duties and a plan to reach the goal is made by the team.

TO RETURN TO WORK ON THE MODIFIED WORK PROGRAM

An employee must:

- ! Provide documentation from their health care provider clearly stating their restrictions and functional abilities.
- ! a Functional Abilities Form completed
- ! (obtained from the Health & Safety Office - extension 2402)

THE OCCUPATIONAL HEALTH & SAFETY OFFICER (EXT.2018) AND THE EMPLOYEE HEALTH NURSE (EXT.2402) ARE AVAILABLE TO ASSIST THE MODIFIED WORKER WITH ANY CONCERNS

**MODIFIED WORK
PROGRAM**

**A WAY OF
RETURNING TO WORK
AFTER INJURY**

**OCCUPATIONAL
HEALTH & SAFETY DEPARTMENT.
(905) 895-4521, EXT. 2402 or 2018**



SOUTHLAKE
REGIONAL HEALTH CENTRE

**SRHC
MODIFIED
WORK
PROGRAM**

**INFORMATION
FOR WSIB
CLAIMANTS**

**Occupational Health and Safety Office
North Building, 2nd Floor, Extension 2402**