



Job Ready Services

Job Ready Services, LLC

June 2008

Physical Therapy as First Aid

According to OSHA, a “recordable event” is anything that goes beyond first aid. Examples of first aid include: observation or counseling; hot/cold treatments, diagnostic procedures such as x-rays and blood tests; non-rigid support such as ace bandages and massages.

Have you considered using P.T. as a first-aid, first-line of treatment for your acutely injured employees? PT’s and OT’s (Occupational Therapists) can treat acute sprains, strains and minor musculoskeletal problems, often preventing the need for further medical treatment, medications and/or work restrictions. In addition to providing treatment that is not OSHA recordable, the therapist can provide education on preventing further injuries, instruction for exercises to do at work to manage the problem and often prevent a trip to the physician which could result in a recordable.



A common, but costly mistake a lot of injured employees make is to apply heat to a musculoskeletal injury, because it “feels good”. However, heat could be the worst thing for the injury and could actually worsen the condition. A quick visit to a therapist might reveal that ice to the injured area is the correct treatment to reduce inflammation and pain—a therapist would know when to use ice and when to use heat and what to do to reduce or eliminate the results of an injury.

By utilizing local therapists to treat acute musculoskeletal injuries, the employer has greater opportunities to reduce lost time at work, to avoid OSHA recordables, reduce the need for medications and educate employees on the safest way to perform their job.

Take some time to develop a relationship with area Physical and/or Occupational Therapists who are:

- Willing to learn your employees’ special needs
- Familiar with OSHA regulations
- Willing to visit your facility to observe physical demands of your employees’ jobs
- Good at educating employees on safe body mechanics at work and at home
- Can suggest job modifications to allow injured employees to return to work
- Willing to provide some onsite training for your employees (it may be a good idea to have an objective third party provide some reinforcement for your safety programs already in place)

If you are already utilizing a therapy facility to do your post-offer employment testing, Fit for Duty testing, or FCE’s, take advantage of their expertise with your employees by allowing them to be the first line of treatment for your injured employees. Make sure they can accommodate any needs you have for services to assist your injured employees to return to safe, productive work as early and as safely as possible. Help them to help you by providing job descriptions which include specific physical demands of the job or, ask them to help you update your job descriptions so that they are truly representative of the job. Consider having PT’s and OT’s be an integral part of your wellness program for your employees.

News and Upcoming Events

Next Lunch & Learn

Thursday, August 28, 2008

Dr. Kevin Speer

12:00-1:00pm

Job Ready office

“Shoulder Injuries”

OHN/CCM credits pending

Reminder:

Job Ready has several CEU-approved presentations for both Case Managers and Adjusters. We will be glad to come to your facility—just contact Michelle Morgan to schedule.

Employers:

Consider attending the Work-STEPS (employment testing) Symposium in San Antonio, TX in August. Just visit their website: www.worksteps.com and click on the symposium link!

Other Job Ready Services:

- Employment testing
- Ergonomic Assessments by a Certified Ergo Assessment Specialist
- Work conditioning
- Functional Capacity Evals
- Workplace training
- Fit for Duty Testing

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For more information on any of these events or services, please contact Michelle Morgan:
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