



# Job Ready Services

Job Ready Services, LLC

December, 2008

*Merry Christmas and Happy  
Holidays from Job Ready!*

## Eliminating Road Blocks to Return to Work

Has this ever happened to you?: You are working with an injured worker, they seem to be doing well medically, they are improving and you are pretty confident about their ability to return to work. All of a sudden, the IW starts throwing up some road blocks. Here are the top 5 road blocks that may occur and some suggestions on how to eliminate them:

### 5. "I still hurt."

Pain may still be present, but does that mean that person cannot function in a job? Can they function at home – can they dress themselves, drive, feed themselves, etc? Determining what level of function they have is key – how long can they sit, stand, walk – not how long do they think they can do it, but how long can they actually do it? Is it realistic, based on their injury, for them to be pain free? Are they pain free at home, but not at work? If so, find out why.

### 4. "I did it for the FCE, but I can't do it all day!"

Obtaining information about the employees' sustainability is important. An FCE is a mere snapshot of the person's abilities, but it does provide good information about the effort level of that person. However, a daily work conditioning program will provide objective information on that person's functional abilities and their ability to sustain them on a daily basis.



*Sustainability is an important part of measuring the physical capacities of an individual. Determining whether they can perform their job tasks on a daily basis will determine whether their RTW is successful.*

### 3. "Employer is not accommodating my restrictions" (Employer says they are)

Is there a good, objective job description available that clearly lists the physical demands of the job? Is there clear information about the person's physical abilities? Is the employee able to delineate what parts of the job are giving him/her the most problems? Evaluating the job site to "mediate" the situation may be beneficial. If the doctor does not have a clear picture of the physical demands required for the job, he/she is more likely to keep the injured worker out of work longer than necessary.

### 2. "There is no light duty where I work."

Good communication between the employer and the employee is the foundation for an IW to return to work. Is there a RTW policy or pathway in place? Do the job descriptions have clear physical demands and pathways for modified work? Determining these things early in the rehab process of the IW is key—we all know the longer the IW is out of work, the harder it will be to facilitate a successful RTW. Communicating with the all involved parties about identifying modifications, transitional work or setting up a gradual work schedule, will be beneficial in facilitating a successful return to work. Of course, the IW needs to be included in all of these situations.

### 1. "I have to be 100% before RTW-I can't have any restrictions"

Everyone has restrictions (can you lift 200 lbs?) – it's just a matter of finding out what physical capabilities that person has and whether they match the job requirements. "100%" is different for each person. You really can't be "100%" until you return to work.

Anything that delays a return to work is a road block to success. Anticipate those road blocks, evaluate them and develop ways to eliminate them as soon as possible.

## News and Upcoming Events

### ANNUAL SEMINAR:

**The Aging Workforce: Challenges and Solutions for Hiring, Injury Management and Wellness**

**Thursday, February 26, 2009  
8:30 am—4:00 pm**

**Raleigh, NC**

**Mark your calendar-details soon**

### LUNCH & LEARN:

**Wednesday, January 21, 2009  
12:00 pm-1:00pm**

**"Knee Injuries in the Workplace"**

**Dr. Gurvinder Deol**

### LUNCH & LEARN:

**Thursday, February 12, 2009  
12:00pm-1:00pm**

**"Knee Injuries: Anatomy, Prevention and RTW"**

**Dr. Robert Jones  
(re-scheduled from 11/08)**

### Other Job Ready Services:

- Employment testing
- Ergonomic Assessments by a Certified Ergo Assessment Specialist
- Work conditioning
- Functional Capacity Evals
- Workplace training
- Job site work hardening

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

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