



Facilitating Work Integration across Rehabilitation Populations

January 22, 2016

February 11th, 12th and 13th, 2016

February 26th, 2016

8:00 am – 4:30 pm

Department of Occupational Science and Occupational Therapy, University of Toronto
160-500 University Avenue, 9th Floor
Toronto, Ontario, Canada

Room Locations to Be Determined (and participants notified)

Speakers:

Ms. Leila Amin, Occupational Therapist, Cancer Rehabilitation and Survivorship Program, Princess Margaret Cancer Centre, Toronto, Ontario, Canada

Mr. Lambert Boenders & Ms. Voula Michaelidis, Zubas & Associates, Employment and Human Rights Law, Toronto, Ontario, Canada

Ms. Catherine Fenech, Ontario Network of Injured Workers' Groups, Ontario, Canada

Mr. Alec Farquhar, Director, Office of the Worker Adviser (OWA), Ontario Ministry of Labour, Ontario, Canada

Ms. Nancy Gowan, Occupational Therapist, President, Gowan Consulting

Dr. Bonnie Kirsh, Associate Professor, Department of Occupations Science and Occupational Therapy, University of Toronto, Toronto, Ontario, Canada

Ms. Dawn Lawrence, Occupational Therapy Team Lead/ Return to Work Coordinator, Sunnybrook Health Sciences Centre, Holland Orthopaedic & Arthritic Centre Working Condition Program

Dr. Sally Lindsay, Scientist, Bloorview Research Institute; Assistant Professor, Department of Occupational Science and Occupational Therapy, University of Toronto.

Ms. Margot Mitchell, Social Worker, Multi-Organ Transplant Program, Toronto General Hospital, University Health Network

Mr. John Mutch, Director, Return to Work Program. Workplace Safety and Insurance Board, Ontario, Canada

Ms. Maria Ross, Occupational Therapist, Director, Ross Rehabilitation & Vocational Services, Hamilton, Ontario, Canada

Dr. Mary Stergiou-Kita, Assistant Professor, Department of Occupational Science and Occupational Therapy, University of Toronto

Course Organization Committee

Dr. Mary Stergiou-Kita, Assistant Professor, Department of Occupational Science and Occupational Therapy, University of Toronto

Ms. Rhona Anderson, Acting Director of Clinical Education, Department of Occupational Science and Occupational Therapy, University of Toronto

Ms. Naz Nour, Occupational Therapist, Multi-Organ Transplant Program, Toronto General Hospital, University Health Network

Course Description:

The integration of injured, ill or disabled workers into the workplace requires an understanding of their job demands, work abilities and workplace policies and practices that support successful and safe work. Based on best practice principles in vocational and occupational rehabilitation this inter-disciplinary five day course will provide vocational rehabilitation practitioners, or those interested in working in this area, with the knowledge and skills to facilitate successful work engagement/re-engagement across injury, illness, or disability groups. Through the use of interactive lectures, case application, and review of relevant workplace legislations and practices, participants will become familiar with best practices in work rehabilitation, develop skills in job analysis, functional capacity evaluations, and develop strategies to communicate with employers and recommend accommodations.

Program Objectives:

- To develop a strong theoretical foundation for understanding models and frameworks that can be applied to the delivery of vocational and/or occupational rehabilitation services (Day 1)
- To examine best practices (including best practice research syntheses and clinical expertise) in vocational and/or occupational rehabilitation across injury, illness or disability populations (Day 1)
- To develop skills for completing functional capacity evaluations, job demands analyses, and establishing effective return to work plans and workplace accommodations (Days 2-4)
- To develop knowledge relevant to working in employment, insurance and disability management contexts (Day 5)

Who Should Attend:

Health care professionals (e.g. physicians, occupational therapists, physiotherapists, nurses, social workers, case managers, psychologists), vocational counselors, disability managers, advocates for injured workers, and those who assist injured, ill or disabled workers with their work-related goals

Costs

Participants may register for a single day (only available for days 1 and 5), the three day workshop (days 2, 3 & 4) or the full five days.

***Single Day Registration (available only for days 1 & 5) = \$250/day or \$200/day for students and status-only occupational therapy faculty, University of Toronto**

***Registration for Days 2, 3 & 4 = \$750 for the three days or \$600 for students and status-only occupational therapy faculty, University of Toronto**

***Five Day, Full Course Registration = \$1000 for five days (clinicians and students)**

Course Outline:

Day 1	Friday January 22, 2016
8:00-9:00	Registration and Breakfast
9:00-9:15	Introduction to Course Outline and Format Participants will be introduced to the structure of the course and how elements of the course will relate to one another and to best practice in vocational and occupational rehabilitation
9:15-10:15	Best Practices in Vocational Evaluation following Traumatic Brain Injury Dr. Mary Stergiou-Kita will lead participants in exploring the key factors and processes relevant to a rigorous and evidence-based vocational evaluation, utilizing recommendations from the Inter-professional Clinical Practice Guideline for Vocational Evaluation Following Traumatic Brain Injury
10:15-10:30	Break
10:30-11:30	Best Practices In Mental Illness and Work Dr. Bonnie Kirsh, will lead a discussion on best practices in a workplace mental health initiative and the use of supportive employment approaches to enhance employment opportunities and outcomes for individuals with mental illness.
11:30-12:30	Best Practices in Facilitating Youth Transitions into Employment Dr. Sally Lindsay will discuss best practice approaches, interventions and resources to enhance young persons' abilities to transition and secure employment in the labour market.

12:30-1:30 Lunch

1:30-2:30 Best Practices Supporting Injured Workers
Ms. Catherine Fenech will discuss her experiences of returning to work following a workplace injury and best practices for collaborating and advocating with injured workers.

2:30-4:30 Best Practices in Chronic Health Conditions (e.g. cancer, musculoskeletal injuries, chronic pain) and Work
Ms. Leila Amin (Princess Margaret Hospital Cancer Survivorship); Ms. Maria Ross (ROSS Rehabilitation); Ms. Dawn Lawrence (Sunnybrook Health Sciences Centre) - A panel of experts will discuss challenges and best practice strategies for working with individuals who experience chronic health conditions that can affect their abilities to gain, retain and or/return to work.

Days 2, 3 and 4 Combining Work and Job Assessments and Developing a Return to Work Program
Ms. Nancy Gowan will lead a three a day skill development workshop , addressing functional assessment, job analysis, job matching, development of return to work programs, and strategies for communicating with work teams (details below).

Day 2 Thursday February 11th, 2016

8:00-9:00 Registration and Breakfast

9:00-10:15 Complex Cases – Identifying Flags and Objectively Assessing Workers

10:15-12:00 The Worker Assessment Process - Functional Assessment Tools and Approaches - Physical, Cognitive, Psychosocial Assessments

12:00-1:00 Lunch

1:00-2:00 Case studies

2:00-3:00 The RTW Team and Tools to Communicate – Conflict Resolution and Collaboration

3:00-4:00 How to Get Meaningful Information and Collaboration from the RTW Team

Day 3 Friday February 12th, 2016

8:00-9:00	Registration and Breakfast
9:00-11:00	Job Analysis - Determining Physical and Cognitive Demands of the Job
11:00-12:00	Cognitive Demands – Use of the City of Toronto Cognitive Demands Analysis
12:00-1:00	Lunch
1:00-3:00	Case Studies – Job Analysis and Accommodation Strategies
3:00-4:30	Job Matching With the Use of the PDA/CDA and Functional Assessment

Day 4 Saturday February 13th, 2016

8:00-9:00	Registration and Breakfast
9:00-10:00	How to Know When the Time Is Right for RTW
10:00-12:00	Developing the Return to Work Program – Who, When, Where, How?
12:00-1:00	Lunch
1:00-2:00	What Does Progress Look Like? What Does Failure Look Like?
2:00 – 3:00	How to Intervene When the Program is Not Progressing
3:00 – 4:30	Evaluating the Return to Work Plan and Documentation

Day 5 Friday February 26, 2016**8:00-9:00 Registration and Breakfast****9:00-10:15 The Big E (Environment) – Understanding the Workplace Environment, Organizational Factors and Influence on Work and Return to Work**

Dr. Mary Stergiou-Kita will lead an interaction session, focused on participants identifying key organizational and workplace elements relevant to developing psychologically health workplaces and which influence successful return to work outcomes.

10:15-10:30 Break**10:30-11:30 Occupational Health & Safety and Work Practice**

Mr. Alec Farquhar will discuss occupational health and safety processes, their influence on primary and secondary prevention of disability, relevance to supporting vulnerable persons with disabilities in the workplace and relationship to positive work outcomes.

11:30-1:00 Employment Law and Human Rights Legislations and Influence on Work Practice

Mr. Lambert Boenders and Ms. Voula Michaelidis, will discuss workers' rights under the Human Rights Legislation and "duty to accommodate" as indicated in the employment law.

1:00-2:00 Lunch**2:00-3:15 Workplace Safety and Insurance Act and Influence on Work Practice**

Mr. John Mutch will present key WSIB policy and program elements relevant to practicing in a WSIB context.

3:15-3:30 Break**3:30- 4:30 Income Replacement Benefits**

Ms. Margot Mitchell, Toronto General Hospital, Multi-Organ Transplant Program, will discuss income benefits (e.g. Ontario Disability Support Program, Canadian Pension Plan Disability, Employment Insurance, Short and Long Term Disability Benefits), available to support workers while off work and to transition back to work.

REGISTRATION FORM

Title	Surname	First Name
Address		
City	Province/State	Postal/Zip Code
Country	Telephone	E-mail (required)
<p>I am registering for (please check all that apply):</p> <p> <input type="checkbox"/> day #1 (\$250 for professional; \$200 for student and status-only faculty OT) <input type="checkbox"/> day # 5 (\$250 for professional; \$200 for student and status-only faculty OT) <input type="checkbox"/> days # 2, 3, & 4 (\$750 for professional; \$600 for student and status-only faculty OT) <input type="checkbox"/> all five days (1, 2, 3, 4, 5) – (\$1000 for both professionals and students) </p>		
<p>Make Cheques Payable To: <u>University of Toronto</u></p> <p>Mail completed form and cheque to : Facilitating Work Integration across Rehabilitation Populations c/o Sonia Hopwood Department of Occupational Science and Occupational Therapy, University of Toronto 160-500 University Avenue, Rm. 986 Toronto, ON M5G 1V7</p> <p>For further information regarding course registration please contact Sonia Hopwood at OT.Infoservices@utoronto.ca. For information regarding course content please contact Mary Stergiou-Kita at mary.kita@utoronto.ca.</p> <p>Registrants will be notified if the course needs to be cancelled due to an inadequate number of registrants; in which case a full refund will be provided.</p>		

***Acknowledgement:** We would like to thank the members of our advisory committee for assisting us to identify knowledge gaps and practice needs, from which this course content was developed.