

Abstract for Poster

An Innovative Cost Saving in House Work Reintegration Program

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The SCO Health Service's return to work program was inspired by the Occupational Health Team and developed and implemented within SCO Health Service, a hospital with 750 beds dedicated to rehabilitation, complex continuing care, palliative and long term care with a workforce of approximately 2000 employees. The goal was to initiate creative methods to improve the injured workers rehabilitation opportunities as well as reducing the reoccurrences of injuries.

The reality of a de-conditioned aging workforce remains a growing concern with regards to reoccurrences of injuries. WSIB estimates that when an employee reinjures, the cost of this reoccurrence including the lost time days is on average 10 times greater than the cost of the original injury. Thus the importance of establishing an effective return to work program involving work conditioning activities.

This poster demonstrates the goal, methods, outcomes as well as the lessons learned from an innovative in-house Work Reintegration Program whereby injured workers benefit from the collaboration of specialized occupational physiotherapy and kinesiology services. This innovation resulted in a total cost savings greater than 30% as well as decreasing each program cost by 20% on average.

This inspiring innovation received recognition for best practices as presented in a display at the Ontario Hospital Association Health Achieve 2005. The Occupational Health & Safety team wishes to share with other safety professionals the positive outcomes and lessons learned from this initiative.