

Goals and Objectives

OCCUPATIONAL REHABILITATION

This is an out-patient based experience introducing and integrating fundamental knowledge and skills needed to function in an acute industrial/occupational rehabilitation setting. The bulk of the rotation experience will occur at the Center for Occupational Health Services in Jackson, Michigan; however, additional experience will be provided through the Rehabilitation Medicine Clinic at the MSU Clinical Center and other sites as available and appropriate.

Revised: 6/2013

Year in training: PGY2, 3 or 4

Level of supervision by attending physician: Direct supervision

Location of rotation

Sparrow Occupational Health Clinic Medical Arts Building, Lansing, MI

Responsible faculty: Tom Keaveney MD, MPH

Goals of rotation:

- Demonstrate the understanding of occupational health aspects in regards to the following:
 - a) Overview of general and State specific (Michigan) workers compensation system
 - b) Determination of work related vs non-work related injury/illness and or disability
 - c) The value of keeping the patient at, or returning the patient to work
 - d) Writing and prescription of specific work/activity restrictions
 - e) Appropriate use of ancillary services including, but not limited to:
 - i) Physical Therapy
 - ii) Occupational Therapy
 - iii) Job-site evaluations
 - iv) Functional capacity evaluations (FCE)
 - v) Work hardening
 - vi) Job coaching
 - f) Cost efficient medically appropriate utilization of diagnostic testing (including, but not limited to: imaging studies, electrodiagnosis, and others) and specialist physician referrals
 - g) Psychosocial factors influencing recovery from work related injuries/illness and conflicts of interest
 - h) Communication with pertinent occupational medicine team members, including, but not limited to: employer, case manager, case coordinator, therapists,

consultants, claims adjusters, third party payors, government officials, and the patient (and their family)

i) Determination of disability

- Demonstrate skills in diagnosing and treating common work related injuries and illnesses, including but not limited to: lacerations, burns, fractures, foreign body removal (especially from eyes), sprains, strains, asthma, chemical and blood borne exposures
- Demonstrate skills in utilization of appropriate OSHA and MIOSHA regulations regarding respirator use, asbestos exposure, and needle sticks.
- Demonstrate the understanding when to obtain second medical and other expert opinions pertinent to patient evaluation and care
- Demonstrate, as warranted, how to perform and report return to work/fitness for duty evaluations
- Demonstrate understanding for appropriate procedures for effective drug and alcohol testing, including rationale, actual testing procedures, maintaining “chain of evidence” and issuance of reports
- Participate in observational visits including: work site tour; work improvement rehabilitation center (i.e. job site evaluation, FCE’s, job coaching, work hardening, and post-job offer functional screens)
- Describe and utilize, as appropriate NIOSH lifting guidelines
- Demonstrate the understanding of the Americans for Disability Act (especially Title I and employment provisions) as it pertains to pre and post job offer screening, drug testing, ergonomic evaluations, return to work, and work restrictions
- Demonstrate the ability to appropriately document patient care related data that conforms with workers compensation standards
- Demonstrate skills in describing the essential components of an Independent Medical Evaluation and discuss the use of medical impairment ratings; as time permits, conduct or assist in the conduct of an IME and its documentation
- Demonstrate skills in the use of prophylactic services such as pre-placement examinations including manual materials handling screens, ancillary testing interpretation (audiograms, PFT’s, etc.) and regulated pre-placement and surveillance examinations (e.g. DOT, OSHA, MiOSHA) etc.

1. Patient Care

Post Graduate Year	Competency Based Objectives
Year 2, 3, 4	<ul style="list-style-type: none"> • Demonstrate skills in diagnosing and treating common work related injuries and illnesses, including but not limited to: lacerations, burns, fractures, foreign body removal (especially from eyes), sprains, strains, asthma, chemical and blood borne exposures • Describe the Americans for Disability Act (especially Title I and employment provisions) as it pertains to pre and post job offer screening, drug testing, ergonomic evaluations, return to work, and work restrictions • Discuss appropriate procedures for effective drug and alcohol testing, including rationale, actual testing procedures, maintaining “chain of evidence” and issuance of reports • Review the essential components of an Independent Medical Evaluation and discuss the use of medical impairment ratings; as time permits, conduct or assist in the conduct of an IME and its documentation • Perform an accurate, efficient and appropriate H&P examination • Perform rehabilitation medicine-focused history and physical examinations that are complete and accurate, reflecting the patient’s functional abilities. • Effectively utilize patient safety practices and awareness outpatient setting. • Recommend and interpret appropriate diagnostic tests. • Demonstrate skills in writing rehab prescriptions for medications, therapies and durable medical equipment.

2. Medical Knowledge

Post Graduate Year	Competency Based Objectives
Year 2, 3,4	<ul style="list-style-type: none"> ○ Discuss occupational health aspects in regards to the following: <ul style="list-style-type: none"> ○ Overview of general and State specific (Michigan) workers compensation system ○ Determination of work related vs non-

	<p>work related injury/illness and or disability</p> <ul style="list-style-type: none"> ○ The value of keeping the patient at, or returning the patient to work ○ Writing and prescription of specific work/activity restrictions ○ Appropriate use of ancillary services including, but not limited to: <ul style="list-style-type: none"> ○ Physical Therapy ○ Occupational Therapy ○ Job-site evaluations ○ Functional capacity evaluations (FCE) ○ Work hardening ○ Job coaching ○ Psychosocial factors influencing recovery from work related injuries/illness and conflicts of interest ○ ○ Determination of disability • Demonstrate skills to perform initial evaluation and treatment of the following: <ul style="list-style-type: none"> ○ Shoulder pain ○ Elbow pain ○ Wrist and hand injuries ○ Hip pain ○ Thigh pain ○ Knee pain ○ Ankle and foot pain ○ Spine pain •
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3. Practice-Based Learning and Improvement

Post Graduate Year	Competency Based Objectives
Year 2, 3, 4	<ul style="list-style-type: none"> • Seeks effective solicitation and utilization of constructive feedback from all team members, including attending physicians, patients and their families • Independently develops and follows self-directed learning plan that addresses gaps in knowledge and skills in Physical Medicine and Rehabilitation • Review current literature regarding medical information for diagnoses seen in the clinic • Integrate newly acquired knowledge into assessing rehabilitation care and outcomes

	<ul style="list-style-type: none"> • Alter treatment to neurologic problems based on patient response • Engage in a deliberate process to maintain updated knowledge and skills in Physical Medicine and Rehabilitation
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4. Interpersonal and Communication Skills

Post Graduate Year	Competency Based Objectives
Year 2, 3, 4	<ul style="list-style-type: none"> • Communicate with pertinent occupational medicine team members, including, but not limited to: employer, case manager, case coordinator, therapists, consultants, claims adjusters, third party payers, government officials, and the patient (and their family) • Solicit informed consent from patient <ul style="list-style-type: none"> ○ Cost efficient medically appropriate utilization of diagnostic testing (including, but not limited to: imaging studies, electrodiagnosis, and others) and specialist physician referrals • Explain the process of treatment recommendations to patients with occupational injuries • Demonstrate appropriate interactive and engaging communication skills with patients with disabilities and their families • Demonstrate skills in working effectively as a team member with other health care providers, especially in an interdisciplinary team • Demonstrate skills in communicating effectively with a patient at his or her socioeconomic level • Demonstrate effective listening skills

5. Professionalism

Post Graduate Year	Competency Based Objectives
Year 2, 3, 4	<ul style="list-style-type: none"> • Exemplify respect, dignity and compassion for patients and their families • Demonstrate initiative, integrity and respect for patient confidentiality • Demonstrate skills reflecting conduct in a collegial and collaborative manner with fellow residents, attending physicians, nursing staff and

	<p>allied health staff</p> <ul style="list-style-type: none"> • Demonstrate an understanding of ethical principles involved in rehabilitation medicine • Demonstrate respect, tolerance and acceptance of diverse patient groups, cultural dynamics, gender, age, ethnicity, religion, disabilities and sexual orientation of patients and co-workers and their support systems • Develop professional relationships with referring physicians, therapists and ancillary health care providers to facilitate timely and effective medical and rehabilitation care • Demonstrate leadership and mentoring including the education of others regarding these principles
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6. System-Based Practice

Post Graduate Year	Competency Based Objectives
Year 2, 3, 4	<ul style="list-style-type: none"> • Describe the Americans for Disability Act (especially Title I and employment provisions) as it pertains to pre and post job offer screening, drug testing, ergonomic evaluations, return to work, and work restrictions • Demonstrate the ability to appropriately document patient care related data that conforms with workers compensation standards • Demonstrate skills in utilization of appropriate OSHA and MIOSHA regulations regarding respirator use, asbestos exposure, and needle sticks. • Advocate for quality patient care and help patients navigate system complexities • Demonstrate sensitivity and awareness in the various systems of care, costs of treatment options, and develop appropriate treatment plans <ul style="list-style-type: none"> ○ Discuss how to conduct job coaching ○ Cost efficient medically appropriate utilization of diagnostic testing (including, but not limited to: imaging studies, electrodiagnosis, and others) and specialist physician referrals

	<ul style="list-style-type: none"> ○ Manage psychosocial factors influencing recovery from work related injuries/illness and conflicts of interest ○ Communicate, coordinate, and be an advocate with pertinent occupational medicine team members, including, but not limited to: employer, case manager, case coordinator, therapists, consultants, claims adjusters, third party payors, government officials, and the patient (and their family)
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Specific Functions and Roles to accomplish goals of rotation

- To accomplish the above mentioned objectives, the resident will provide treatment for patients seen in the ambulatory clinic.
- Resident will participate in the didactic curriculum by teaching fellow residents on various topics, as assigned by the Program Director or Chief Resident.
- Resident will participate in journal club, morbidity and mortality rounds, as well as root cause analysis, as assigned by the Program Director or Chief Resident.
- Resident will develop and participate in quality improvement projects, as assigned by the Program Director or Chief Resident.

Resident Signature

Program Director Signature