




GETTING BACK TO WORK AFTER INJURY-ON-DUTY

Dr. Marcus Wong
Director
Occupational Health Centre
Hong Kong East Cluster





What goes through the
mind of the injured
nurse and her
supervisor?

What should I
do now?
Do I need to
report it?

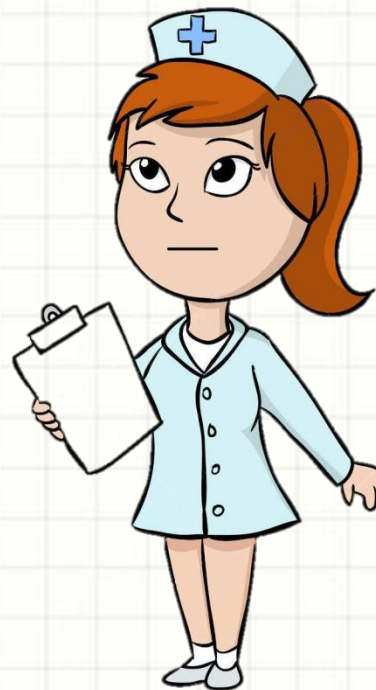
Would my
supervisor
believe me?

How will my
colleague think
of me?

Why did it
happen?
Is it me or the
workplace?

My hand is still
hurting. Do I
need to see a
doctor?

I do not want to
be seen as
trouble maker!



Why did it happen?

Report,
investigation,
manpower,
boss...
Troubles!


Need to do
investigation
and prevention
but how?

Did she do any
wrong?

Is my workplace
safe?



Is she hurt badly?
How long is she
going to be off
work?



What are the challenges
they face in return-to-
work?

16 weeks to see
orthopedics, 20
weeks to see
physio!!!

Dr. A told me
not to go to
work. Dr. B said
I could try.
Who to follow?

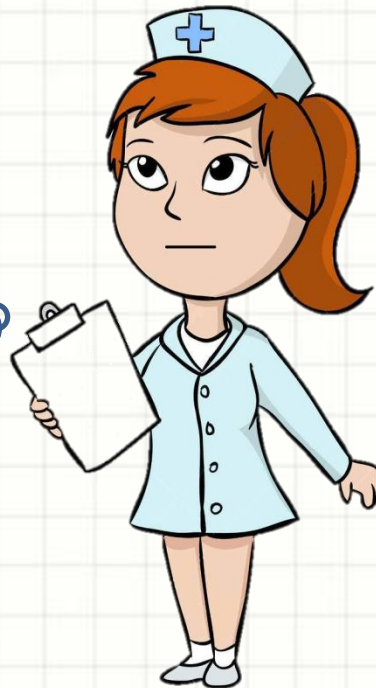
I am still
feeling weak.
Perhaps I
should wait
till...

I feel so bad!
No one
understands
what I am
going through!

I am scared of
getting injured
again. Is my
work safe?

My lawyer asks me
to continue sick
leave for more
compensation
.....

Dr wrote me
"light duty"
but my boss
said NO



What would other workers think?

What can I do in helping her returning to work?

Is she “fit” to resume her duty? Can someone tell me?

What duty can she do or not do?
How long is it going to last?



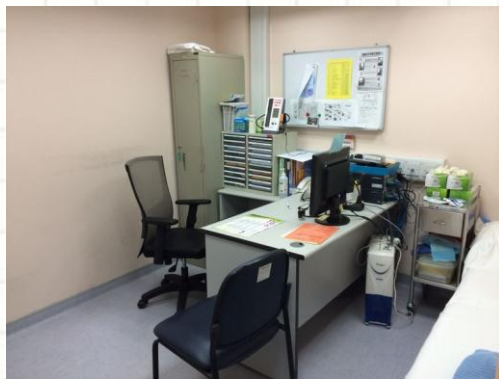
Doctor wrote her a “light duty”. How is it arranged?

Establishment of Occupational Health Service in Hong Kong East Cluster

2007



2011

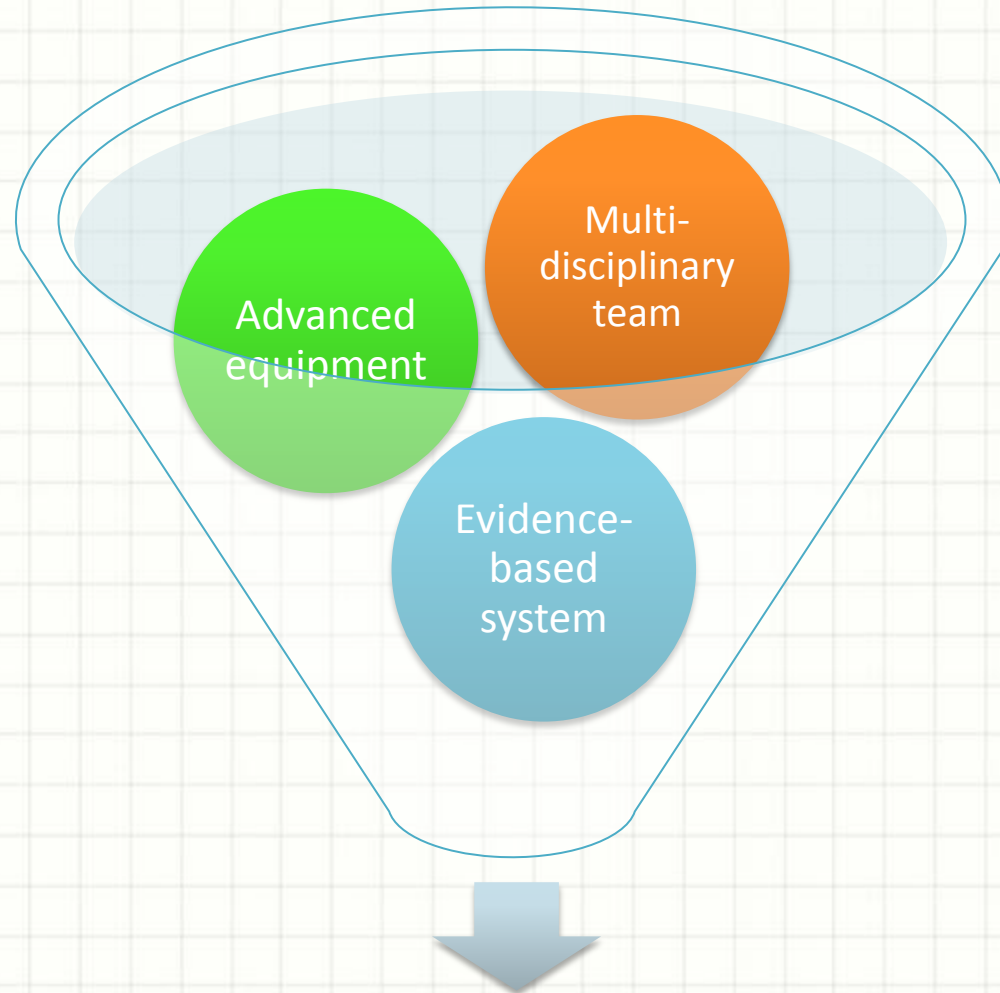


IOD Rehabilitation service



Comprehensive occupational health service

A New Model For Injured Worker



A one-stop integrated return-to-work model

Multidisciplinary Team

Orthopedic specialist

OH practitioner



Case manager

Pain Specialist

Occupational Therapist

Physiotherapist

Equipment For Assessment



Ultra-sound Scanning Machine



BTE Primus RS



Body Composition Scale



BTE EvalTech

Equipment For Treatment



Acupuncture



Whirlpool



Shock Wave



Laser Therapy



Hot Magnets (magnetic + heat therapy)



Neck and Pelvic traction



Therapeutic Ultrasound

Equipment For Physical Training



Upper Limb Ergometer



Huber



Whole Body Vibration Machine



Lower Limb Ergometer



Pilates Reformer

Equipment For Work Rehabilitation



Jacobs Ladder



Workcube



Work Sample (VCWS 9)



Biometrics



Work Well System (VSWS 19)


Evidence- based operational system

- Standardized reporting system
- Early contact of injured worker
- Timely access to treatment
- Individual case management
- Tailored rehabilitation & return-to-work plan
- Modified duty arrangement
- Workplace assessment & intervention

Reporting System

- 
- Staff reports to supervisor after injury

- 
- Supervisor reports to hospital via **Advanced Incidents Response System** within 14 days

- 
- OHC case manager captures the incident in the AIRS and takes action

Advance Incidents Reporting System 3.0

Reminder:

- HKEC / HKWC / KCC / KEC / KWC / NTEC / NTWC / HAHO colleagues, please report All incidents here.



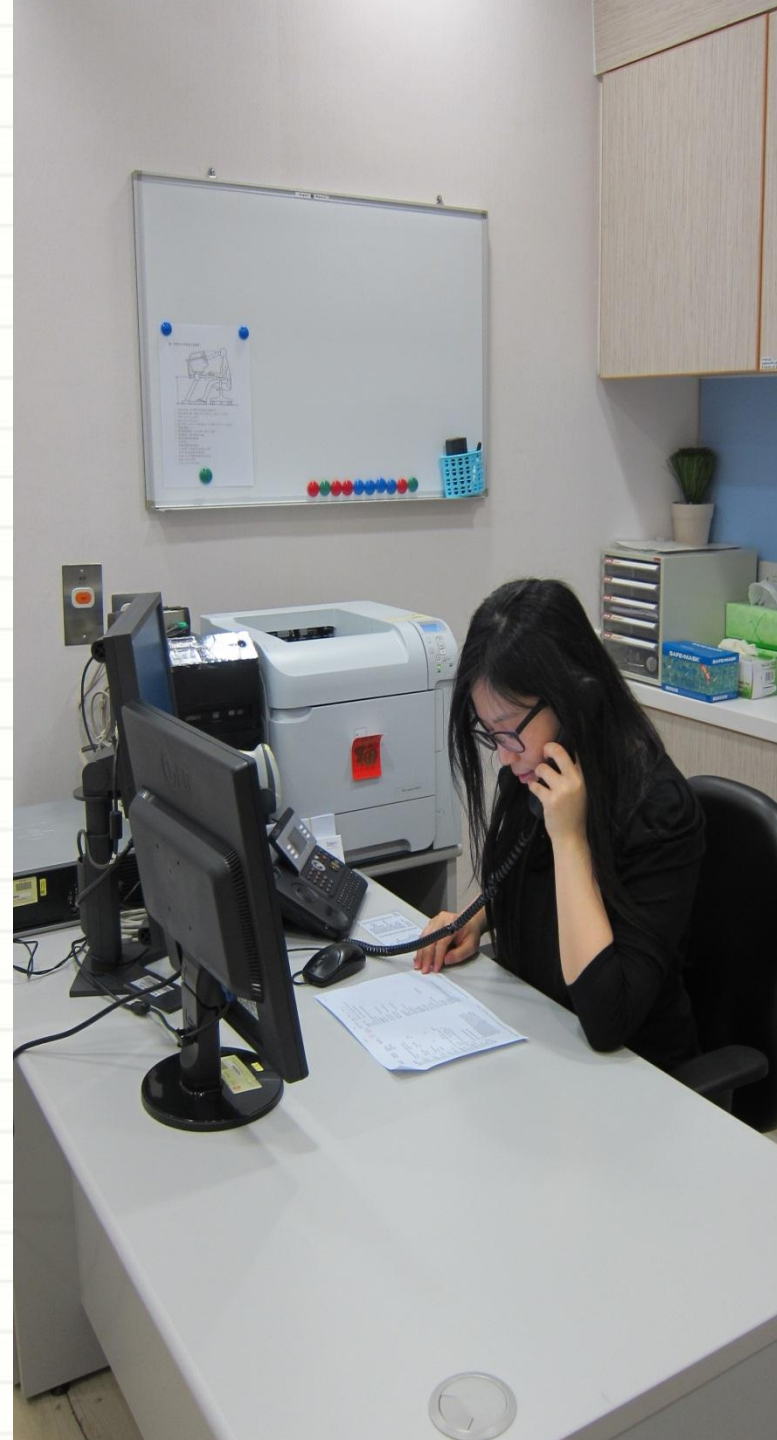
User ID:

Password:

For enquiry, please kindly contact [HA IT Call centre](#)

Contact of Worker

- Designated person contacts the injured worker once the report is received
- Invitation to OHC if needed



Access To Treatment

- Medical appointment can be arranged within 2 days
- Treatments start right after consultation if needed



Tailored Rehabilitation

- Based on the worker's impairment and residue function
- Job specific
- Both medical and occupational rehabilitation



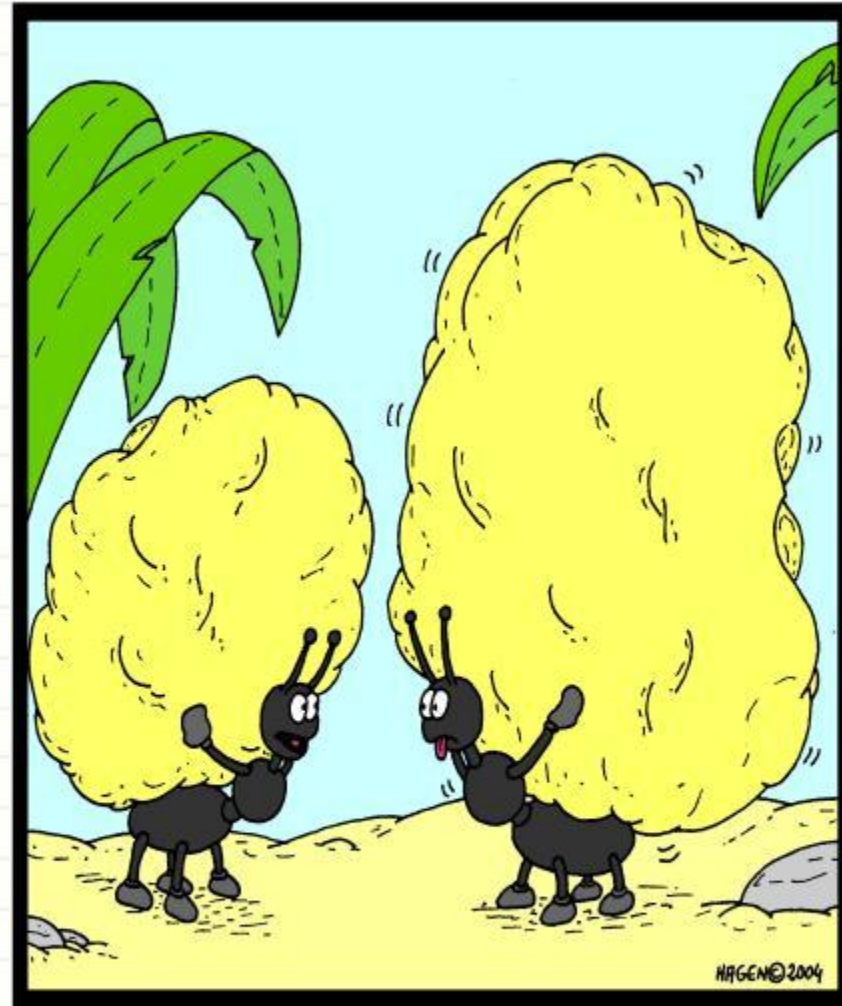
Case Management and Return-To-Work Plan

- Highly Individualized
- Case conference to align RTW plan
- Presence of RTW coordinator
 - Psychological support
 - Communication with other parties
 - Negotiation with supervisor and assistant in making RTW arrangement



Modified Work

- Temporary arrangement
- Consider working hours, shift, pace, task, environment
- Specific advice on the restriction, limitation and capacity of the worker in RTW



I hurt my back last week, so I've been put on "Light Duty" for a couple of weeks...

Workplace Assessment and Intervention

- To eliminate or control the hazard in the workplace
- Ensure health & safety of injured worker and co-workers at work
- Provide solution for employer





Outcome

Nov 11 – Oct 13



Characteristic of injury

99% Musculoskeletal
(needle stick injury excluded)

Head & Neck	8%
Trunk & Back	27.8%
Upper limb	40%
Lower limb	23.5
Fracture	7.5%



Return-to-work

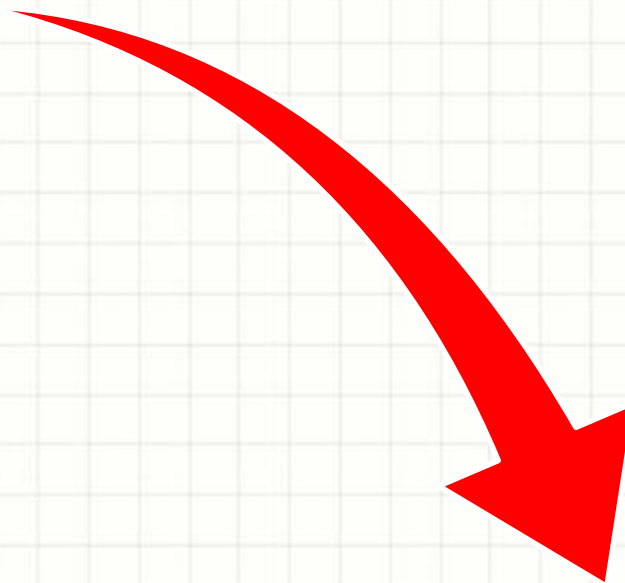
Overall **98.5%** with **1.5 %** ill-health retirement

Time to return-to-work

	1 Month	3 Month	6 Month
Any work	92.5%	97.6%	98.1%
Full work	55.2%	77.8%	91%

Sick leave

**5549 days, 89d/100 FTE
in 2006**



**3084 days, 38.8d/100 FTE
in 2013**

*Remark:
FTE = full time equivalent*



Patient Satisfaction

Overall services

- Good or above **99%**
- Excellent **70%**

Areas most appreciated

- Psychosocial support
- Professional guidance on rehabilitation
- Personal health advice

Today's Overview

1

- Workers and supervisors have negative perception on injury-on-duty

2

- Multiple barriers exist in the return-to-work process

3

- A one-stop integrated return-to-work model is adopted in HKEC

4

- High return-to-work rate, sick leave reduction, highly satisfied staff are observed with this model



Q & A