

Using a PDA/PDD and FAE to determine a return-to-work plan

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Ottawa is built on un-ceded Algonquin Anishinabe territory.

Determining suitable work

- We now understand what a (PDA) / (PDD) is and how to gather the information
- We understand what a (FAE) is and how the information is gathered
- Now we will look at how we use that information to determine suitable work
- We will go through three examples:



- A personal service worker (PSW) named Will Power with a low back injury



- An assembler named Anita Knapp with a shoulder injury



- A sanitation worker named Mo Degrasse with a knee injury

Steps in return-to-work planning

- Collaborative process between the employer and employee
- Focus on the demands and tasks relevant to the area of injury, i.e., for a foot injury you would not focus on shoulder demands
- Review and identify job duties where there are concerns
- Compare the assessed PDA demands vs the FAE results for the duties identified as concerns
- Modify or eliminate duties that exceed the limitations
- Determine hours of work
- Review after the return-to-work plan has been initiated and adjust it if needed

Collaborate

- Both the employer and employee need to be involved in the planning
 - The expectation of how the employee is expected to do a job must be confirmed by the employer
- When an employee is part of the process you will have more buy-in to participate in the return-to-work plan
- The employee typically knows their job best often knows what accommodations are needed
- It's common, however, for tasks that are part of their everyday routine and that may pose as a risk to RTW to be forgotten or overlooked

Focus on relevant demands

**Will Power, the
PSW with a low
back injury**

**You would review duties that involve bending, lifting,
pushing or pulling**

**Anita Knapp, the
assembler with a
shoulder injury**

**You would review duties that involve gripping, reaching,
lifting, pushing or pulling**

**Mo Degrasse, the
sanitation worker
with a knee injury**

**You would review duties that involve standing, walking,
climbing or lifting**

Review the job and identify duties of concern

- Review all of the job duties
- The employee should identify duties they are struggling to do or are concerned about returning to based on their work-related injury or illness
- The direct supervisor may identify other duties that may pose a concern
- Identify and briefly review the duties the employee has no concerns completing
 - These duties should not be the main focus

Focus on relevant demands

Will Power, the PSW with a low back injury



Some duties that may affect Will's lower back as a PSW:

- **Transfers**
- **Repositioning**
- **Bathing**
- **Toileting**
- **Pushing wheelchairs**
- **Feeding**
- **Activities of daily living such as dressing (i.e., putting on socks, pulling up pants)**

Focus on relevant demands

Anita Knapp, the assembler with a shoulder injury



Some postures that may affect Anita's shoulders as an assembler:

- **Lifting, pushing or pulling**
- **Sustained or repeated arm postures**
- **Reaching**
- **At or above shoulder work**

Focus on relevant demands

Mo Degrasse, the sanitation worker with a knee injury



Some duties that may affect Mo's knees as a sanitation worker:

- Driving (right knee)
- Climbing in and out of the driver's seat using 3 points of contact on a rear load truck
- Stepping in and out of the right hand drive side load truck
- Climbing on and off of the rear of the truck for a rear load, loader position



Determine suitable tasks

Identify and review:

- Duties that both the employer and employee agree are safe and suitable.
- Duties the employee expresses concerns with, or the employer feels may not be suitable
 - Discuss the physical demands of that task and compare with the employee's functional abilities

Force, Posture, Time

Force:

- What are the forces required to complete the task?
- Weights handled, push/pull forces required

Posture:

- What is the working posture?
- Low-level/waist level/above shoulder, reaching/working close to the body

Time:

- How many repetitions?
- Is there recovery time?
- How long is the task done for?

Suitability

**Will Power, the
PSW with a low
back injury**



Example one:

- **transfers/repositioning identified as the concern**
- **assessed to require 40lb of force (PDA)**
- **employee demonstrated the ability to lift 20lb (FAE)**
- **transfers are not yet suitable**

Example two:

- **feeding identified as a concern**
- **limitations do not allow repeated bending or twisting**
- **feeding is completed seated on a stool**
- **rotating the stool and feeding one resident at a time would not require twisting and is suitable**

Suitability

Anita Knapp, the assembler with a shoulder injury



- **lifting assembled product into shipping box identified as a concern**
- **PDA assessed products to weigh 20-40lb based on the specific product being produced**
- **twenty products produced per hour**
- **employee demonstrated lifting abilities of 30lb occasionally**
- **specific products will be identified as suitable and those exceeding 30lb will have to be accommodated**

Suitability

Mo Degrasse, the sanitation worker with a knee injury



- **climbing in and out of the truck is identified as a concern**
- **stair climbing identified as a repeated task in the PDA**
- **FAE determines occasional stair climbing ability**
 - **If this is a driver who alternates between driving and loading, there may be sufficient recovery with seated driving time for this to be suitable**
 - **If this is an independent driver who steps up, drives to the next stop, steps down and loads and steps up again, this would not be suitable**

Duties identified to be unsuitable

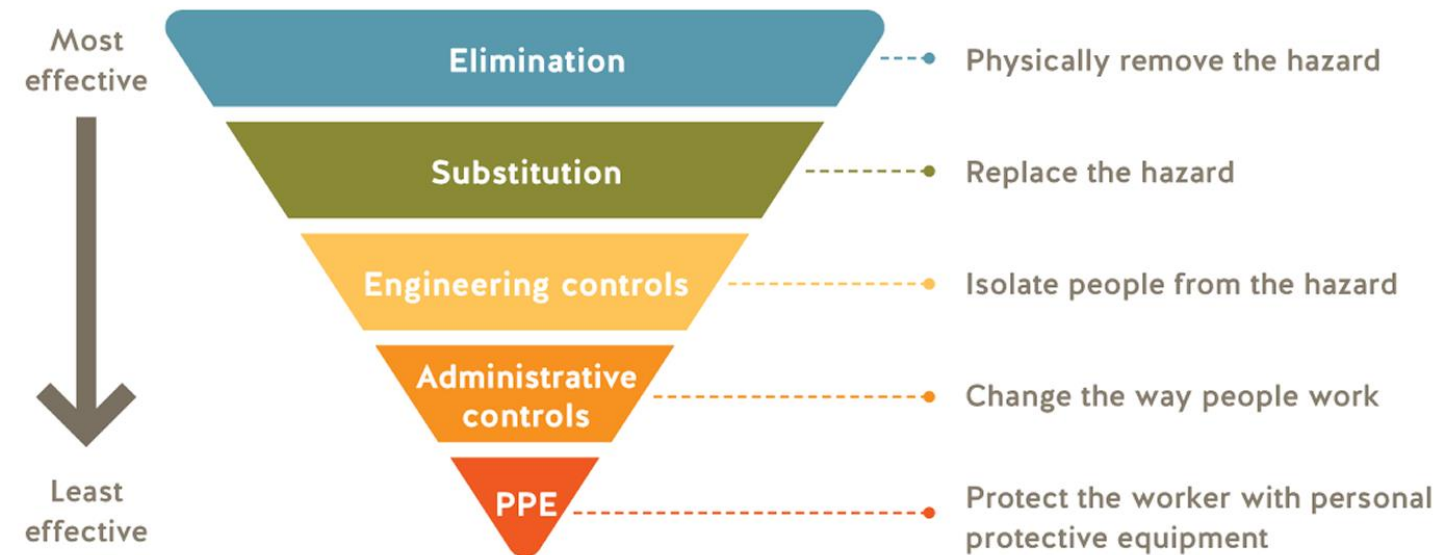
What now?

Modify duties or tasks

Identify tasks or duties that are not currently suitable ~~presently~~

Consider the controls that can be put in place

Types of controls:



Worksafe BC, <https://www.worksafebc.com/en/health-safety/create-manage/managing-risk/controlling-risks>

Accommodations

**Will Power, the
PSW with a low
back injury**



Transfers/repositioning:

- **Can we eliminate this task for Will?**
- **Can someone else complete transfers for the assigned residents?**
- **Can a mechanical lift be used instead of a manual transfer?**
- **Is the problem that poor postures are adopted while transferring? Would in-service training to review postures and use of assistive aides be beneficial?**
- **Is a slide sheet being used? If not, why? Are there sufficient slide sheets available?**

Accommodations

Anita Knapp, the assembler with a shoulder injury



Lifting assembled products:

- **Can we move Anita to a different place on the line to reduce the lifting requirements?**
- **Can we do a team lift for heavier products?**
- **Can equipment be used to complete the lift?**
- **Can the workstation set-up be changed to ensure all lifts are completed at an optimal range?**

Accommodations

Mo Degrasse, the sanitation worker with a knee injury



Stepping in and out of the truck:

- **Can Mo be assigned driving only for a period of time?**
- **Can Mo drive for longer periods and load for shorter periods to respect the limitations?**
- **Can Mo be assigned to a rear loader instead of a side loader?**
- **Can Mo drive a side loader close enough to the curb to eliminate the step up?**
- **Is there a lower profile truck that could be assigned?**

Hours of Work

- Factors that would affect hours:
- Is this a musculoskeletal injury or mild traumatic brain injury?
- How long has the worker been off?
- How much suitable work is available?
- Is the work physical or sedentary?
- Have a planned progression of hours
- Be flexible to adjust the plan

Review RTW plan while in process

- Complete daily or weekly reviews with the injured/ill person to confirm:
 - If there are any changes in their injury since they returned to work
 - If there are any additional concerns identified
 - If there are tasks they thought they may not be able to complete but have identified an accommodation that is working
 - If any of the controls put in place are not working as planned (i.e., colleague to lift product may not always be available)
- Review identified concerns and work to find accommodations
- Reassure the injured/ill person of the benefits of asking for help when needed and following the return-to-work plan

Review

Collaborate



Focus on relevant demands and tasks to the area of injury

Review the job duties



Identify duties and tasks of concern



Assess suitability based on the PDA and FAE



Modify or eliminate unsuitable duties

Determine the hours of work



Review and assess during the RTW



Discussion

