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:
  - Overview of general and State specific (Michigan) workers compensation system
  - Determination of work related vs non-work related injury/illness and or disability
  - 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:
    - Physical Therapy
    - Occupational Therapy
    - Job-site evaluations
    - Functional capacity evaluations (FCE)
    - Work hardening
    - Job coaching
  - Cost efficient medically appropriate utilization of diagnostic testing (including, but not limited to: imaging studies, electrodiagnosis, and others) and specialist physician referrals
  - Psychosocial factors influencing recovery from work related injuries/illness and conflicts of interest
  - 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**
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<tr>
<th>Post Graduate Year</th>
<th>Competency Based Objectives</th>
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| Year 2, 3, 4      | • 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

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| Year 2, 3, 4      | o Discuss occupational health aspects in regards to the following:  
o Overview of general and State specific (Michigan) workers compensation system  
o Determination of work related vs non- |
work related injury/illness and or disability
  o The value of keeping the patient at, or returning the patient to work
  o Writing and prescription of specific work/activity restrictions
  o Appropriate use of ancillary services including, but not limited to:
    o Physical Therapy
    o Occupational Therapy
    o Job-site evaluations
    o Functional capacity evaluations (FCE)
    o Work hardening
    o Job coaching
  o Psychosocial factors influencing recovery from work related injuries/illness and conflicts of interest
  o Determination of disability
  • Demonstrate skills to perform initial evaluation and treatment of the following:
    o Shoulder pain
    o Elbow pain
    o Wrist and hand injuries
    o Hip pain
    o Thigh pain
    o Knee pain
    o Ankle and foot pain
    o Spine pain
•

3. Practice-Based Learning and Improvement

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<td>Year 2, 3, 4</td>
<td>• Seeks effective solicitation and utilization of constructive feedback from all team members, including attending physicians, patients and their families</td>
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<td>• Independently develops and follows self-directed learning plan that addresses gaps in knowledge and skills in Physical Medicine and Rehabilitation</td>
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<td>• Review current literature regarding medical information for diagnoses seen in the clinic</td>
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<td>• Integrate newly acquired knowledge into assessing rehabilitation care and outcomes</td>
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4. **Interpersonal and Communication Skills**

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| Year 2, 3, 4       | • 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)  
  o Solicit informed consent from patient  
  • 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**

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| Year 2, 3, 4       | • 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
allied health staff
• 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

6. System-Based Practice

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| Year 2, 3, 4       | • 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  
  o Discuss how to conduct job coaching  
  o Cost efficient medically appropriate utilization of diagnostic testing (including, but not limited to: imaging studies, electrodiagnosis, and others) and specialist physician referrals |
o Manage psychosocial factors influencing recovery from work related injuries/illness and conflicts of interest
o 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)

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