

" The injured worker had a long history {of injuries} with the employer. He came to the first MD appointment angry about having the injury and how he had to perform the work, adamant that he needed surgery, and demanded it be scheduled "right now." He was a very challenging patient. The shoulder surgeon knew the injured worker would do better with a non-surgical approach especially due to his pre-existing arthritis. Physician also explained that if he kept doing his job the way he described it, his shoulder would never get better, would certainly get worse, and even with surgery he would have permanent physical restrictions requiring {him to}find other work or retire completely. The MD felt a job site evaluation could be helpful in identifying the correct ergonomic ways to perform the work that would allow the patient to avoid further aggravation to his shoulder, RTW at the same job/same pay rate (very important to worker), and avoid a surgery & inevitable reinjury. The ergonomic evaluation was scheduled within the week and resulted in recommendations for some simple changes to the workstation that did allow the injured worker to immediately return to his full duty job and without the need for any surgery. The worker was thrilled with the outcome because the work place changes allowed him recover without any surgery, immediately RTW and perform his duties more comfortably, and continue in his regular job indefinitely. The employer was very appreciative because, other than a fairly nominal charge for the on-site ergonomic evaluation, none of he changes cost them anything, helped the other workers performing the same job, and feel confident the modifications would also prevent future injuries. As the Workers' Compensation Insurer this was a win - win for all parties!" injured worker had a long history {of injuries} with the employer. He came to the first MD appointment angry about having the injury and how he had to perform the work, adamant that he needed surgery, and demanded it be scheduled "right now." He was a very challenging patient. The shoulder surgeon knew the injured worker would do better with a non-surgical approach especially due to his pre-existing arthritis. Physician also explained that if he kept doing his job the way he described it, his shoulder would never get better, would certainly get worse, and even with surgery he would have permanent physical restrictions requiring {him to}find other work or retire completely. The MD felt a job site evaluation could be helpful in identifying the correct ergonomic ways to perform the work that would allow the patient to avoid further aggravation to his shoulder, RTW at the same job/same pay rate (very important to worker), and avoid a surgery & inevitable reinjury. The ergonomic evaluation was scheduled within the week and resulted in recommendations for some simple changes to the workstation that did allow the injured worker to immediately return to his full duty job and without the need for any surgery. The worker was thrilled with the outcome because the work place changes allowed him recover without any surgery, immediately RTW and perform his duties more comfortably, and continue in his regular job indefinitely. The employer was very appreciative because, other than a fairly nominal charge for the on-site ergonomic evaluation, none of he changes cost them anything, helped the other workers performing the same job, and feel confident the modifications would also prevent future injuries. As the Workers' Compensation Insurer this was a win - win for all parties!"

*Sandra Finan, Nurse Case Manager Amerisure*