

Healthcare Management Continuum

NON-OCCUPATIONAL DISABILITIES						
EMPLOYEE STATUS	PRE-HIRE	AT WORK	INCIDENTAL ABSENCES / INJURIES	SICK LEAVE	SHORT TERM DISABILITY	LONG TERM DISABILITY
TYPE OF INTERVENTION	PREVENTION			EARLY INTERVENTION	REHABILITATION	
EMPLOYEE HEALTH STATUS	HEALTHY	HEALTHY	POSSIBLE HEALTH RISKS	ILLNESS / INJURY	SERIOUS / CHRONIC CONDITIONS	
EMPLOYER FOCUS	RISK MANAGEMENT	HEALTH AND WELLNESS PROGRAM	HEALTH RISK MANAGEMENT	INJURY / DISEASE MANAGEMENT	DISABILITY MANAGEMENT	
EXAMPLE OF EMPLOYER PROGRAMS	<ul style="list-style-type: none"> • Pre-Employment / Post Offer Employment Testing <ul style="list-style-type: none"> - Medical - Nursing - Functional Testing - Drug and Alcohol Testing 	<ul style="list-style-type: none"> • Health Screening Clinics <ul style="list-style-type: none"> - Blood Pressure, Glucose, Cholesterol, Physical Health • Flu Immunization Clinics • Telephonic Health Coaching • Health Education Seminar • Medical Surveillance Program <ul style="list-style-type: none"> - Audio, PFT, Vision - Medical • Annual Medical • Executive Health 	<ul style="list-style-type: none"> • Lifemark Advantage Program <ul style="list-style-type: none"> - Physiotherapy - Chiropractic - Massage Therapy - Occupational Therapy - CBT • Assessment Services <ul style="list-style-type: none"> - Ergonomic Assessment - Workplace - Accommodation - Assessments • Occupational Health <ul style="list-style-type: none"> - Drug and Alcohol Testing - Substance Abuse - Monitoring Program • Job Coaching <ul style="list-style-type: none"> - Physical & Cognitive 	<ul style="list-style-type: none"> • Early Intervention Rehab Program <ul style="list-style-type: none"> - Occupational - Non-Occupational • Assessment Services <ul style="list-style-type: none"> - Return to Work - Medicals - Independent Medicals - Cognitive / Functional Abilities - Evaluations • Job Coaching <ul style="list-style-type: none"> - Physical & Cognitive • Disability Management 	<ul style="list-style-type: none"> • Rehabilitation Services <ul style="list-style-type: none"> - PT, OT, Chiro, RMT, CBT - Work Hardening Program • Specialty Rehab Programs <ul style="list-style-type: none"> - Multidisciplinary Program - Cancer Rehab - Brain Injury / Concussion - Vestibular / Dizziness - Pelvic Health - Cognitive Rehab Program - PGAP - Progressive Goal Attainment Program - Psychological - Assessment and Counseling 	<ul style="list-style-type: none"> • Assessment Services <ul style="list-style-type: none"> - Independent Medicals - Worksite Evaluation - Work Accommodation • Job Coaching <ul style="list-style-type: none"> - Physical & Cognitive • Vocational Services <ul style="list-style-type: none"> - Vocational Assessment, Job Search, Labour Market Survey, Transferrable Skills Analysis, Job Search • Rehab Case Management <ul style="list-style-type: none"> - Case Management - 1-2 or 3 Point Interviews • Disability Management
RETURN TO WORK STRATEGIES	N/A	N/A	PROACTIVE ABSENCE MANAGEMENT	STAY AT WORK PROGRAM	EARLY RETURN TO WORK PROGRAM	
OCCUPATIONAL DISABILITIES						
EMPLOYEE STATUS	PRE-HIRE	AT WORK	INCIDENTAL ABSENCES / INJURIES	SICK LEAVE	OFF WORK	MODIFIED WORK