

# RETURN TO WORK ISSUES FOR THE PRIMARY CARE PHYSICIAN



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# Objectives



- When can patient resume previous job
- What are the physical requirements
- What medications could be an issue
- What are the essential functions of the job

# Who Cares?



- OSHA
- Labor Rules
- ADA
- Patient Safety
- Coworker Safety
- Vender Contracts
- BWC
- Unions

# CASE 1



- 55 y.o. truck driver has been off work for acute bronchitis.
  - PMH: HTN and DM
  - MEDS: Metformin, Actos, Amoxil and Robitussin with Codeine

# Discussion



- Physical Ability/Requirements
- Cognitive Ability
- CDL vs Noncommercial Vehicle

# Return to Work Issues



- Desire to return to work
- Company policy issues
- Family issues
- Financial issues
- Work related vs non work related
- Regulatory requirements
- Impact of Medications

# Desire to Return to Work



- Most people want to work
- Use objective information – functional ability

# Company Policy



- Policy states return within a certain time frame or lose job



# Family Issues



- Individual is a primary care giver to a family member
- Child care issues
- FMLA

# Financial Issues



- Primary income
- Only income
- Provides the insurance

# Work Related vs Non-work Related



- Create a work related injury from non-work related injury
- Exacerbation or aggravation of a preexisting condition

# Regulatory Requirements



- FMCSA
- FAA
- RAILROAD
- PIPE LINE
- COAST GUARD
- MARITIME

# Impact of Medications



- The most controversial problem in return to work
  - Cognitive impairment
  - How do you measure?
  - How do you monitor?
  - Always a case by case situation
  - ACOEM position

# Contact Information



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