What is the purpose of the RTW Program Treatment?

Now that you have finished your Return to Work (RTW) Program Assessment, the RTW Program treatment team will use the assessment information to address the issues that are preventing you from returning to work. Your treatment team will work with you and the people involved in your rehabilitation, in order to help you to manage your injury and support your safe and early return to work.

Where will the RTW Program Treatment take place?

There are 3 types of RTW Program Treatment:

- Work Site Based - Rehabilitation activities take place at your work location
- Hybrid - Rehabilitation activities take place at our clinic and your work location
- Provider Site Based - Rehabilitation activities take place at our clinic

Based on information from your RTW Program Assessment, the option that will work best will be discussed with you.

Who will be working with me in RTW Program Treatment?

The RTW treatment team may include a Physical Therapist, Occupational Therapist, Psychologist and/or a Kinesiologist. A Physician or Clinical Counsellor may also be involved in your rehabilitation, as needed. The number of treatment team members working with you will vary depending on whether you are participating in a Work Site, Hybrid, or Provider Site Program. You will also have a Rehabilitation Coordinator who will be the primary person to coordinate the services you receive and communicate with individuals involved in your program.

What will I be doing in RTW Program Treatment?

Your program will include some or all of the following activities:

- Program Orientation, for safety procedures and specific program information and expectations
- Physical conditioning for strength, endurance, flexibility, balance and walking
- Functional and work simulation activities, to increase your stamina for work activities
- Group and individual education on topics such as injury recovery, stress/pain management, relaxation training, or assertiveness
- Individual psychological counselling, as needed
Team Conferences with your treatment team to review your progress and gather your input

Re-Assessments to track your progress in the program and share that information with you

Worksite activities to gradually return to work, using symptom management strategies and any modifications to help you work

Job Site Visit or Return to Work Plan Discussion (if not already completed in the RTW Program Assessment)

Participation in a formal Gradual Return to Work (GRTW) Plan, including progression of hours and duties

Job Coaching, where a member of your treatment team will come to your worksite to review your progress and problem solve any issues with you and/or your employer, including pain management, work style, and avoiding re-injury

Meeting with you and your employer if the GRTW Plan is not progressing, to set up plans to help with your return to work success, and provide any needed education

If you don’t have a job to return to, you may receive employment support such as review of your past work or education history, review of skills, updating of your resume, and providing names of employment resources

Discharge Planning in the first week of the program, where your team will work with you to confirm your planned end date and expected outcome of the program

After you finish the program, a member of your treatment team will continue to contact you for one month, to provide support so that your return to work is successful

Throughout your RTW Program Treatment, your team will communicate with people involved in your rehabilitation, with your consent. This includes your employer, family doctor, WorkSafeBC Case Manager, and any other relevant individuals.

What are the timeframes for RTW Program Treatment?

- Up to 6 hours per day
- Up to 5 days per week
- Up to 6 weeks

Based on information from your RTW Program Assessment, the treatment team will work with you to customize the best number of hours/day, days/week, and number of weeks for your treatment.

Am I involved in decisions related to my RTW Program Treatment?

Yes, you are involved with decisions related to your RTW Program Treatment. You are the expert on the job you will return to, so we will work with you to figure out the best services and options to support your return to work. You will also be invited to give feedback on RTW Program Treatment through individual meetings, suggestion boxes, and satisfaction surveys.
How does the RTW Program communicate with my family doctor?

Your family doctor will receive a copy of all reports from RTW Program Treatment. After receiving the report, your family doctor will have an opportunity to communicate with us if he/she has any concerns about your participation in RTW Program Treatment. When necessary, a member of your treatment team will communicate with your family doctor. If any medical issues (not related to your injury) arise during the RTW Program Treatment, a member of your treatment team will contact your family doctor.

What if my doctor doesn’t think I’m ready to go back to work?

Any return to work plans developed with you in the RTW Program Treatment will be sent to your family doctor. If there are any changes suggested by your family doctor, we will review that information, and communicate with your doctor to ensure that we are working together. We will provide the support you need to return to work safely and successfully.

Will you talk to my employer?

If your employer was not contacted during the RTW Program Assessment, your treatment team will gain your consent to contact your employer. The purpose of the call to your employer will be to schedule a Job Site Visit or Return to Work Plan Discussion (if not already completed), so that we can confirm your job demands and explore return to work options and available supports at the workplace. We will also speak with your employer during your treatment to support your return to work.

Who gets a copy of my RTW Program Treatment reports?

With your consent, the RTW Program Treatment Reports and Job Site Visit Reports are sent to your WorkSafeBC Case Manager and family doctor. The Return to Work Plan is sent to your Case Manager and family doctor, as well as your employer.

Does Back in Motion work for WorkSafeBC?

No, Back in Motion is a private company providing rehabilitation services to a variety of organizations. Back in Motion has contracts with WorkSafeBC to deliver several programs. Our clinical opinions and recommendations are based on the observations and measurable findings of the treatment team. All of our staff members are employed by Back in Motion.