
OCCUPATIONAL REHABILITATION 1 - OR1 PROGRAM

Frequently Asked Questions

What is the purpose of the OR1 Program?

The Occupational Rehabilitation (OR1) Program is a structured, active rehabilitation program. The purpose is for you to learn strategies to better manage your symptoms, improve your physical function, and promote recovery from your injury. The treatment team will work with you and the people involved in your rehabilitation, to find the best solution for you to return to work with support.

Why would I be admitted to the OR1 Program?

Your assessment team will discuss your specific circumstances with you. The following are reasons this program is recommended:

- It has been at least 3 weeks since your initial injury
- Your injury is a soft tissue injury, a resolved surgery or healed fracture
- You are safe to participate in the OR1 Program, and do not have any medical issues that would affect your health
- The OR1 Program will help to improve your strength, endurance and mobility, and provide support for your return to work

Why would I not be admitted to the OR1 Program?

Your assessment team will discuss reasons with you, if you are not admitted to the program. The following are several examples of why you would not start OR1:

- You may already meet or exceed your job demands and be ready to return to work
- You may have an underlying medical condition which would make it unsafe for you to participate in an active rehabilitation program
- You may benefit from another form of treatment or medical investigation in relation to your injury

Who will be working with me in the OR1 Program?

The OR1 treatment team includes a Kinesiologist and a Physical Therapist.

What will I be doing in the OR1 Program?

Your OR1 Program will consist of the following:

- General and injury-specific exercises, including stretching, strengthening, balance, and cardiovascular activities
- One-to-one or group education on topics such as return to work, pain and stress management, sleep, pacing, and goal setting
- Group relaxation sessions
- Job Site Visit (as needed) to confirm your job demands and to discuss return to work options
- Customized, graduated return to work plan created by you, your Kinesiologist and others involved in your rehabilitation

The treatment team will customize your OR1 Program to address your needs and circumstances, and with you, create strategies and plans to support your return to work.

What are the timeframes for the OR1 Program?

- Monday to Friday
- 4 hours per day
- Start times vary by location; your start time will be confirmed when you begin the Program
- 15-minute coffee break
- In unique circumstances, and with approval from your Case Manager, there may be some flexibility to this schedule

The Program is a maximum of 6 weeks. On average, you will spend up to 3 weeks at Back in Motion followed by up to 3 weeks at the worksite for the graduated return to work phase of the Program.

In some cases an “OR1 Lite” Program may be recommended for you. This Program will assist you to manage the symptoms of your injuries, and may include use of modalities, education and exercise. The “OR1 Lite” Program is up to 3 weeks in length.

Duration of the program will vary depending on individual needs, and the treatment team will work together with you to find the best plan.

Am I involved in decisions about my OR1 Program?

Yes, you are involved with decisions in your OR1 Program. You are the expert on the job you will return to, so we will work with you to figure out the best options for your return to work. While there are time frames and return to work expectations set by WorkSafeBC, we will work with you to provide support and alternatives. You are invited to give feedback on the OR1 Program through individual meetings, suggestion boxes, and surveys.

How does the OR1 Program communicate with my family doctor?

Your family doctor will receive a copy of all reports from the OR1 Program. 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 the OR1 Program. When necessary, a member of your treatment team will communicate with your family doctor to update them on your progress and ask any questions as needed. If any medical issues (not related to your injury) arise during the Program, 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 OR1 Program 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?

The Kinesiologist will speak with you regarding your work, and gain your consent to contact your employer. The Kinesiologist will contact your employer to confirm job demands, explore return to work options and available supports at the workplace, and communicate recommendations from the OR1 Program.

Who gets a copy of my OR1 Program Reports?

With your consent, the Intake, Progress, Discharge, and Job Site Visit Reports are sent to your Case Manager and family doctor. The Gradual Return to Work Plan is sent to your Case Manager and family doctor, as well as your employer.

Why do I need to come to the OR1 Program when community physiotherapy was helping me get better?

The acute phase of recovery is typically in the first 4-6 weeks following an injury. In this phase, community physiotherapy, with treatments such as ultrasound and TENS, is very helpful. However, while these treatments might decrease pain at first, the effects are not long-lasting. It has been shown that after the acute phase, a structured, active, exercise approach such as the OR1 Program is the best way to return to regular activities like work.

At the completion of my OR1 Program, what decisions are made when I am discharged?

At the end of the OR1 Program, your team will discuss information about your functional abilities as they relate to your job. There are 3 discharge status terms used when reporting back to WorkSafeBC about your ability to return to work:

- Not Fit to Return to Work: You may require further medical tests or intervention prior to a safe return to work.



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- Fit to Return to Work with Limitations: You are ready to return to modified or alternate duties and/or hours, based on your functional abilities and objective medical status.
 - Fit to Return to Work without Limitations: You are ready to return to full pre-injury hours and duties, based on your functional abilities and objective medical findings.

How do I transition from the clinic-based program back to my work place?

The Kinesiologist will work with you, your employer, and your WSBC Case Manager to discuss return to work options, which may include developing a Graduated Return to Work Plan to assist you in transitioning back to your pre-injury position. Your team will provide support for you during your return to work phase of the program, in the form of job site visits, reviews in the clinic, calls, and/or written strategies. Your treatment team may also recommend other non-work related activities to maintain your strength and endurance as you return to your normal daily life.

Does Back in Motion work for WorkSafeBC?

No, Back in Motion is a private company providing rehabilitation services for 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.