

Modified Work: Health Care Aide Worker



Tips for helping injured workers perform safe and suitable work during their recovery process

If an injury occurs, returning to modified or alternate work helps with the worker's ability to recover, and their physical and psychological wellbeing.

To identify suitable work, look closely at the worker's job demands and compare them to their functional abilities (the worker should have a **Functional Abilities** form completed by a health care provider). Identify the barriers that prevent the return to work and decide if there can be changes made to overcome them. If the worker is unable to do their job duties with modifications, look for alternative work that is within their abilities. Make sure the worker has the skills and training to do the tasks.

Ways to overcome barriers may include tool or equipment modifications, for example, using hoists, two persons to transfer a patient (double transfers), etc.

Here are some other ideas for modified or alternate duties. They

have various physical demands associated with them. Make sure to review the worker's functional limitations and restrictions to determine suitability:

Office work

- Paperwork and administrative tasks such as filing
- Answer phones – take incoming calls and messages. Transfer calls to appropriate extensions
- Scheduling
- Assist with Finance, mail or other areas
- Special projects – update procedures, policies, accreditation, etc.

Patient duties

- Feed or assist in feeding
- Observe and monitor patients
- Patient grooming – hair, nails, shaving, etc.
- Assist with patient recreational activities
- Discharge planning
- Educate and counsel patients and family members
- Assist with bathing

Other types of work

- Train – instruct new employees on proper techniques, procedures, etc.
- Supervise – oversee activities of other employees, process time cards and review work activities
- Organize storeroom, maintain supply inventory

These are ideas to get you thinking – you know your workplace and workers best. Identify suitable work for each case.

For more information on developing a Return to Work program, visit our website at wssc.nt.ca or wssc.nu.ca, or contact WSSCC's Return to Work Specialist at 1 (800) 661-0792 or ReturnToWork@wssc.nt.ca.