

Critical Path for Soft Tissue Injury: Shoulder

Disability Duration Guidelines (DDG): Refer to appropriate Fact Sheet

	WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6
Worker	<ul style="list-style-type: none"> Seek medical attention from physician or chiropractor within first week of injury Report injury to supervisor Remain at work Cooperate with all parties: <ul style="list-style-type: none"> WCB Employer Health Care Provider 	<ul style="list-style-type: none"> Continue with prescribed treatment plan: medication and physiotherapy Stay in weekly contact with employer & WCB Remain at work 	<ul style="list-style-type: none"> Continues with prescribed treatment plan: medication/physiotherapy Update employer as required and stay in weekly contact with employer and WCB Remain at work 	<ul style="list-style-type: none"> Follow up with Primary Care Provider Develop RTW plan with case worker, employer, and Primary Care Provider Remain at work 	<ul style="list-style-type: none"> If RTW not anticipated attend a meeting with employer, case worker, (OT or physio if required) Remain at work 	<ul style="list-style-type: none"> Stay in contact with WCB and employer Remain at work
Primary Care Provider	<ul style="list-style-type: none"> Examine worker, review symptoms and provide treatment plan based on functional abilities/restrictions¹ Prescribe appropriate medication Referral to physiotherapy/chiro if appropriate Promote Return to Work (RTW) expectation model² 	<ul style="list-style-type: none"> Provide Medical clearance for RTW Chiropractic treatment 	<ul style="list-style-type: none"> Provide Medical clearance for RTW Chiropractic treatment 	<ul style="list-style-type: none"> Provide Medical clearance for RTW Chiropractic treatment 	<ul style="list-style-type: none"> Provide Medical clearance for RTW Chiropractic treatment continues for 2 weeks if worker RTW or on a RTW program 	<ul style="list-style-type: none"> Provide medical consent for Pain Disability Prevention Program (PDP) and/or Functional Assessment Further investigation- explore appropriateness with WCB Medical Advisor Clarify diagnosis
Employer	<ul style="list-style-type: none"> Identify suitable work Establish an effective and proactive RTW program Immediate supervisor stays in contact with the worker Accommodate worker's functional restrictions 	<ul style="list-style-type: none"> Continue to stay in contact with the worker 	<ul style="list-style-type: none"> Continue to stay in contact with the worker 	<ul style="list-style-type: none"> Provide RTW opportunities 	<ul style="list-style-type: none"> If RTW not anticipated attend a meeting with worker, case worker, occupational therapist and/or physiotherapist 	<ul style="list-style-type: none"> Continue to stay in contact with the worker
Case Worker	<ul style="list-style-type: none"> Review claim with worker & employer Provide a copy of the Back Book, Fact Sheet, and Critical Path document Screen for characteristics which may result in long claim duration³ Review Disability Duration Guidelines (DDG)¹ RTW planning Discuss modified/light duties with worker and employer 	<ul style="list-style-type: none"> Continue to stay in contact with the worker and employer Monitor progress 	<ul style="list-style-type: none"> Continue to stay in contact with the worker and employer Consider referral to OT for worksite assessment-arrange an ease back program 	<ul style="list-style-type: none"> Continue to stay in contact with the worker and employer Monitor progress 	<ul style="list-style-type: none"> Case review by case worker and WCB Medical Advisor Explore appropriateness of referral to Pain Disability Prevention Program (PDP) WCB Medical Advisor contacts treating physician and discusses PDP Make referral to PDP Clarify Diagnosis 	<ul style="list-style-type: none"> Complete PDP and/or Functional Assessment referral-monitor progress Continue to stay in contact with the worker and employer
Physiotherapy	<ul style="list-style-type: none"> Physiotherapy approved for 4 weeks to a maximum of 12 treatments 	<ul style="list-style-type: none"> Physiotherapy continues 	<ul style="list-style-type: none"> Physiotherapy continues 	<ul style="list-style-type: none"> Physiotherapy continues: possibly work conditioning 	<ul style="list-style-type: none"> Physiotherapy continues for 2 weeks if worker RTW or on a RTW program Physiotherapy completed if has not RTW- unless worker meets the outlined criteria for a physiotherapy extension 	N/A
OT	<ul style="list-style-type: none"> Upon referral, develop RTW plan with employer and worker Possible referral to explore options at the worksite 	<ul style="list-style-type: none"> Upon referral, develop RTW plan with employer and worker 	<ul style="list-style-type: none"> Upon referral, develop RTW plan with employer and worker 	<ul style="list-style-type: none"> Monitor progress 	<ul style="list-style-type: none"> If required meet with all parties if RTW not anticipated 	<ul style="list-style-type: none"> Involvement as appropriate
Goal	<ul style="list-style-type: none"> Ultimate goal is RTW in a timely and safe manner Safe, modified, alternate work available 	<ul style="list-style-type: none"> RTW modified-light duties Alternate job 	<ul style="list-style-type: none"> RTW modified-light duties Alternate job 	<ul style="list-style-type: none"> Modified, alternate duties Ease back program 	<ul style="list-style-type: none"> RTW Referral to appropriate services-resources PDP and/or Functional Assessment 	<ul style="list-style-type: none"> RTW Active participation in PDP and/or Functional Assessment

1. Disability Duration Guidelines for Soft Tissue Injury of the Shoulder

Fact Sheets Shoulder

- i) Shoulder Strain
- ii) Bursitis
- iii) Frozen Shoulder
- iv) Impingement Syndrome
- v) Rotator Cuff Tear

2. RTW Expectation Management Model

The Primary Care Provider will provide positive and realistic comments as to the degree and extent of a worker's injury, the treatment required, and the anticipated outcome. This approach will promote the worker's recovery, reducing lost time from work and promotes a timely and safe return to the workplace.

SPICE Model: (from the American College of Occupational and Environmental Medicine)

- S** **Simplicity:** The concept is that simple benign conditions, which are treated in a complicated fashion, can become complicated (and lead to chronicity)
- P** **Proximity:** Keep the worker connected to the work place.
- I** **Immediacy:** Acute injuries are dealt with in a timely manner.
- C** **Centrality:** All participants share a common philosophy and ultimate goal of RTW.
- E** **Expectancy:** Individuals often fulfill the expectations placed upon them.

3. Factors which may influence injury recovery

- 1 Injury severity
- 2 Hospital stay
- 3 Mechanism of injury
- 4 Claim history
- 5 Co-morbidities
- 6 Amber flags – psychological factors
- 7 Small employer
- 8 No longer job attached
- 9 Seasonal work
- 10 Workplace issues



14 Weymouth Street
P.O. Box 757
Charlottetown, PE
C1A 7L7

Telephone: 902-368-5680
Toll Free in Atlantic Canada:
1-800-237-5049 Fax: 902-368-5696
www.wcb.pe.ca