

Preventing Needless Work Disability: The Health Care Provider Role Online Course

Activity Description

When a person is injured or ill, managing the time away from work is critical in preventing needless “iatrogenic disability.” This term refers to instances when providers erroneously take patients out of work due to a deficiency of skill sets needed to manage physical restrictions or ability to develop communication strategies with the employer to encourage creative accommodations of a restriction. Excessive time out of work creates a “new normal” for the worker and can lead to deconditioning, distancing from colleagues, financial crisis, and increased prevalence of mental health issues or even mortality. This course aims to recognize the problems of iatrogenic disability, provide avenues to improve communication with an injured or ill worker by constructing a treatment plan that includes a return to work strategy, and encourage dialogue with the employer as restrictions are actively managed throughout the rehabilitation process.

Target Audience

This activity is appropriate for physicians, physician assistants, nurses, nurse practitioners and allied health professionals.

Learning Objectives

Upon conclusion of this activity, participants should be able to:

- Measure the provider's role in encouraging independent function, including a return to work, in the treatment plan.
- Distinguish how to frame discussions with patients to proactively and positively guide them to the stay at and return to work process using an active listening approach.
- Analyze the medical and non-medical issues that prevent a patient from returning to work.

Attendance at this Mayo Clinic course does not indicate nor guarantee competence or proficiency in the performance of any procedures which may be discussed or taught in this course.

Accreditation Statement



In support of improving patient care, Mayo Clinic College of Medicine and Science is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC) to provide continuing education for the healthcare team.

Credit Statement(s)

AMA

Mayo Clinic College of Medicine and Science designates this enduring material for a maximum of 1.00 *AMA PRA Category 1 Credits*[™]. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Disclosure Summary

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References to off-label and/or investigational usage(s) of pharmaceuticals or instruments in their presentation:

None

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Prerequisites for Participation

There are no prerequisites needed prior to participating in this education activity.

Method of Participation

Participation in this activity consists of reviewing the educational material, completing the learner assessment and evaluation.

How to Obtain Credit

To obtain credit, complete the assessment, evaluation and submit.

Release and Expiration Dates

Release Date: March 14, 2023

Expiration Date: March 13, 2026

Acknowledgement of Commercial Support

No commercial support was received in the production of this activity.

Faculty and Course Director Listing and Credentials

Course Director(s)

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Bibliographic Resources

Shaw, William S. PhD; Nelson, Candace C. ScD; Woiszwilllo, Mary Jane BA; Gaines, Brittany MS; Peters, Susan E. PhD. Early Return to Work Has Benefits for Relief of Back Pain and Functional Recovery After Controlling for Multiple Confounds. *Journal of Occupational and Environmental Medicine* 60(10):p 901-910, October 2018.

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Chen, WL., Chen, YY., Wu, WT. et al. Life expectancy estimations and determinants of return to work among cancer survivors over a 7-year period. *Sci Rep* 11, 12858 (2021). <https://doi.org/10.1038/s41598-021-92306-9>

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