



Return-To-Work

- Task Specific Exercise
- Task Specific Conditioning
- Task Specific Stretching
- Task Specific Functional Testing
- Consistency in Application

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[ErgonomicsInternational.com/rtw](https://www.ergonomicsinternational.com/rtw)

Return-To-Work After Extended Leave

Effective and efficient return-to-work practices are critical when returning individuals back to work after injury, illness or an extended leave. Deconditioning can occur in as little as four weeks. However, there are some simple things that can be done to ensure the safe return for your employees.

The key to effective and efficient return-to-work and hiring practices is consistency in your practice. Robust physical demand documentation is the foundation of any functional testing, post-offer testing or return-to-work process and should be done to ensure the safe return of employees.

If you don't perform functional testing at your company for hiring or return-to-work, there are still proactive steps that can be taken to assist in this process.

- Task specific exercises can be used to develop strength in deconditioned muscles.
- Task specific stretches can assist in maintaining flexibility and reducing injury potential.
- Stepping up production processes incrementally can help workers adapt to the work process.
- A well-constructed job rotation process can be effective in providing productive recovery cycles from highly physical job tasks.

Client Example

In 2015, one of my clients had a fire at one of their facilities and the building was a complete loss. With an outstanding corporate culture, the client paid the furloughed employees while they built a new facility. Prior to opening the new facility, I put together a task specific strengthening and conditioning program, as well as a tasks specific stretching program. After one year of deconditioning, we were able to open that facility with zero injuries for the next year and a half.

