

Information Bulletin

July 4, 2019

Attention: WorkSafeBC-Sponsored Rehabilitation Program Providers

Subject: Discharge Status – Criteria Change

The criteria for determining an injured worker's discharge status has been reviewed and updated. Please note that on August 1, 2019, the revised definitions will become effective.

Note below in yellow; when an injured worker does not demonstrate the ability to meet their pre-injury job demands despite the objective findings and recovery expectations for their injury, they should be discharged as "Fit to Return to Pre-Injury Work with Limitations".

With discharges of this nature, it is expected that there will be verbal communication with the claim owner regarding this potential outcome during the program, and there should be detailed documentation in the progress and discharge reports regarding:

- The difference between objective medical information and demonstrated function;
- Engagement and participation in rehabilitation;
- Inconsistencies in performance;
- What was done to increase engagement and address the barriers to participation; and
- In the functional table when applicable, there should be details regarding the limiting factors and/or objective signs of effort.

The following table is to replace that which was previously included in your program reference manual(s).

Discharge Status	Criteria: Injured Worker
Fit to Return to Pre-injury Work without Limitations	<ul style="list-style-type: none">• Has overcome the barriers preventing the return to the pre-injury critical job demands.• Is not job attached, but demonstrates the functional abilities to perform pre-injury critical job demands.• Has withdrawn from the program and the provider confirms the injured worker could return to work without limitations.
Fit to Return to Pre-injury Work with Limitations	<ul style="list-style-type: none">• Has not demonstrated the ability to meet critical job demands or functional tolerances for the pre-injury job, however an inconsistency in functional abilities or objective findings has been noted; the inconsistencies must be documented.

	<ul style="list-style-type: none"> • Has not demonstrated the ability to meet critical pre-injury job demands and objective findings of impairment are consistent with the demonstrated functional abilities. • Has withdrawn from the program and the team/therapist confirms the injured worker could return to work with limitations. • Where an injured worker is deemed fit to return to work with limitations, recommendations should be made for a return to modified or alternate work. For example: <ul style="list-style-type: none"> • Pre-Injury Duties – Modified Hours • Modified Pre-Injury Duties – Pre-Injury Hours • Modified Pre-Injury Duties – Modified Hours • Alternate Duties - Pre-Injury Hours • Alternate Duties – Modified Hours
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Please contact WorkSafeBC Health Care Services at 604.232.7787 or toll-free 1.866.244.6404 if you have any questions.

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