

The Role of the Occupational Health Case Manager

Absence Management refers to the process of managing and reducing employee absenteeism in the workplace, minimizing the impact on productivity and costs. Related terms include Attendance Management, Leave Management, and Employee Absenteeism. The role of the Occupational Health Case Manager in absence management involves identifying underlying health issues, developing strategies to prevent future absences, and providing support to employees to facilitate their return to work. For example, an Occupational Health Case Manager may work with an employee who has been absent due to a chronic illness, developing a plan to accommodate their needs and ensure a smooth transition back to work.

Accommodation refers to the process of making adjustments to the workplace or job duties to enable an employee with a disability or health condition to perform their job safely and effectively. Related terms include Reasonable Accommodation, Job Modification, and Disability Management. The Occupational Health Case Manager plays a crucial role in identifying potential accommodations, assessing the employee's needs, and implementing solutions that meet the requirements of both the employee and the employer. For instance, an Occupational Health Case Manager may recommend ergonomic adjustments to an employee's workstation to reduce the risk of injury or illness.

Americans with Disabilities Act (ADA) is a federal law that prohibits discrimination against individuals with disabilities in the workplace. Related terms include Disability Discrimination, Reasonable Accommodation, and Undue Hardship. The Occupational Health Case Manager must be familiar with the ADA and its requirements, ensuring that employers comply with the law and provide equal opportunities for employees with disabilities. For example, an Occupational Health Case Manager may conduct an assessment to determine whether an employee's condition is covered under the ADA, and develop a plan to provide reasonable accommodations.

Case Management refers to the process of coordinating and managing the care and services provided to an individual, often in the context of workplace injuries or illnesses. Related terms include Occupational Health Case Management, Disability Management, and Workers' Compensation. The Occupational Health Case Manager plays a key role in case management, working with employees, employers, and healthcare providers to develop and implement plans that facilitate recovery, rehabilitation, and return to work. For instance, an Occupational Health Case Manager may coordinate medical treatment, vocational rehabilitation, and workplace modifications to support an employee's recovery from a workplace injury.

Certified Occupational Health Nurse (COHN) is a certification held by nurses who specialize in occupational health and have demonstrated expertise in the field. Related terms include Occupational Health Nursing, Certified Occupational Health Specialist, and Board Certified Occupational Health Nurse. The COHN certification is recognized as a standard of excellence in the field, and Occupational Health Case Managers who hold this certification have demonstrated their knowledge and skills in occupational health and case management. For example, a COHN may work as an Occupational Health Case Manager, providing

expertise in workplace health and safety, disability management, and case management.

Disability Management refers to the process of managing and reducing the impact of disabilities in the workplace, minimizing the effects on productivity and costs. Related terms include Absence Management, Return to Work, and Accommodation. The Occupational Health Case Manager plays a crucial role in disability management, working with employees, employers, and healthcare providers to develop and implement plans that facilitate recovery, rehabilitation, and return to work. For instance, an Occupational Health Case Manager may work with an employee who has a permanent disability, developing a plan to accommodate their needs and ensure a smooth transition back to work.

Employee Assistance Program (EAP) is a workplace program that provides employees with access to counseling, consultation, and other support services to address personal and work-related issues. Related terms include Counseling Services, Mental Health Services, and Work-Life Balance. The Occupational Health Case Manager may work with EAP providers to support employees who are experiencing personal or work-related issues, such as stress, anxiety, or depression. For example, an Occupational Health Case Manager may refer an employee to an EAP provider for counseling services to address work-related stress.

Ergonomics refers to the science of designing workplaces and workstations to minimize the risk of injury and illness, and to promote comfort and productivity. Related terms include Workplace Design, Job Analysis, and Injury Prevention. The Occupational Health Case Manager may work with ergonomists to assess workstations and recommend adjustments to reduce the risk of injury or illness. For instance, an Occupational Health Case Manager may conduct an ergonomic assessment of an employee's workstation to identify potential hazards and recommend solutions to reduce the risk of injury.

Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with unpaid leave for certain family and medical reasons, such as caring for a newborn or caring for a family member with a serious health condition. Related terms include Leave Management, Absence Management, and Employee Leave. The Occupational Health Case Manager must be familiar with the FMLA and its requirements, ensuring that employers comply with the law and provide eligible employees with the required leave. For example, an Occupational Health Case Manager may work with an employee who is eligible for FMLA leave, developing a plan to ensure a smooth transition of work responsibilities during their absence.

Health Risk Assessment (HRA) is a tool used to identify health risks and hazards in the workplace, and to develop strategies to reduce or eliminate them. Related terms include Workplace Health Promotion, Health and Safety, and Risk Management. The Occupational Health Case Manager may work with employers to conduct HRAs, identifying health risks and hazards and developing plans to mitigate them. For instance, an Occupational Health Case Manager may conduct an HRA to identify health risks associated with a particular job or workplace, and recommend strategies to reduce or eliminate them.

Job Analysis refers to the process of examining and evaluating the tasks, duties, and responsibilities of a particular job, often to identify hazards or risks associated with the job. Related terms include Job Description, Job Evaluation, and Task Analysis. The Occupational Health Case Manager may work with employers to conduct job analyses, identifying hazards or risks associated with a particular job and developing plans to mitigate them. For example, an Occupational Health Case Manager may conduct a job

analysis to identify hazards associated with a particular task, and recommend strategies to reduce or eliminate them.

Medical Surveillance refers to the process of monitoring and tracking the health and well-being of employees, often in the context of workplace hazards or exposures. Related terms include Health Monitoring, Medical Screening, and Occupational Health Surveillance. The Occupational Health Case Manager may work with employers to develop and implement medical surveillance programs, monitoring and tracking the health and well-being of employees and identifying potential health risks or hazards. For instance, an Occupational Health Case Manager may work with an employer to develop a medical surveillance program to monitor the health effects of a particular hazard or exposure.

Occupational Health and Safety (OHS) refers to the laws, regulations, and standards that govern the workplace and protect the health and safety of employees. Related terms include Workplace Health and Safety, Occupational Health, and Safety Management. The Occupational Health Case Manager must be familiar with OHS laws, regulations, and standards, ensuring that employers comply with the requirements and provide a safe and healthy work environment. For example, an Occupational Health Case Manager may work with an employer to develop an OHS program, identifying hazards and risks and developing plans to mitigate them.

Occupational Health Nursing (OHN) refers to the specialty of nursing that focuses on the health and well-being of employees in the workplace. Related terms include Occupational Health, Workplace Health, and Employee Health. The Occupational Health Case Manager may work with OHN specialists to develop and implement plans that promote the health and well-being of employees, and to prevent workplace injuries and illnesses. For instance, an Occupational Health Case Manager may work with an OHN specialist to develop a health promotion program to reduce the risk of workplace injuries and illnesses.

Return to Work (RTW) refers to the process of transitioning an employee back to work after a period of absence due to injury or illness. Related terms include Return to Duty, Return to Employment, and Rehabilitation. The Occupational Health Case Manager plays a crucial role in RTW, working with employees, employers, and healthcare providers to develop and implement plans that facilitate a safe and successful return to work. For example, an Occupational Health Case Manager may work with an employee who has been absent due to a workplace injury, developing a plan to accommodate their needs and ensure a smooth transition back to work.

Risk Management refers to the process of identifying, assessing, and mitigating risks and hazards in the workplace. Related terms include Hazard Identification, Risk Assessment, and Safety Management. The Occupational Health Case Manager may work with employers to identify and assess risks and hazards, and to develop plans to mitigate or eliminate them. For instance, an Occupational Health Case Manager may conduct a risk assessment to identify potential hazards associated with a particular job or workplace, and recommend strategies to reduce or eliminate them.

Workers' Compensation (WC) is a system of insurance that provides benefits to employees who are injured or become ill as a result of their work. Related terms include Workers' Compensation Insurance, Workplace Injury, and Occupational Illness. The Occupational Health Case Manager may work with employers and

employees to navigate the WC system, ensuring that employees receive the benefits they are entitled to and that employers comply with the requirements. For example, an Occupational Health Case Manager may work with an employee who has filed a WC claim, developing a plan to facilitate their recovery and return to work.

Workplace Health Promotion (WHP) refers to the process of promoting the health and well-being of employees in the workplace, often through programs and initiatives that encourage healthy behaviors and lifestyle choices. Related terms include Occupational Health, Employee Health, and Health Promotion. The Occupational Health Case Manager may work with employers to develop and implement WHP programs, promoting the health and well-being of employees and reducing the risk of workplace injuries and illnesses. For instance, an Occupational Health Case Manager may work with an employer to develop a WHP program to reduce the risk of workplace injuries and illnesses, such as a fitness program or a stress management program.

Workplace Violence Prevention refers to the process of identifying and mitigating risks of violence in the workplace, often through programs and initiatives that promote a safe and respectful work environment. Related terms include Workplace Violence, Workplace Harassment, and Workplace Bullying. The Occupational Health Case Manager may work with employers to develop and implement workplace violence prevention programs, promoting a safe and respectful work environment and reducing the risk of workplace violence. For example, an Occupational Health Case Manager may work with an employer to develop a workplace violence prevention program, including training and education on recognizing and reporting threats or incidents of violence.