

## Injury Prevention and Management

**Absenteeism:** The practice of being absent from work or school. In the context of occupational health, absenteeism can be a sign of poor employee health and well-being. It can also result in decreased productivity and increased costs for employers.

**Acute Injury:** An injury that occurs suddenly, such as a cut, burn, or strain. Acute injuries are often the result of a single incident or accident.

**Active Listening:** A communication technique in which the listener fully concentrates, understands, responds and then remembers what is being said. In the context of occupational health, active listening is an important skill for case managers to have in order to effectively communicate with employees and help them manage their injuries.

**ADA (Americans with Disabilities Act):** A federal law in the United States that prohibits discrimination against individuals with disabilities in all areas of public life, including employment. The ADA requires employers to provide reasonable accommodations for employees with disabilities, unless doing so would cause undue hardship.

**BBS (Behavior-Based Safety):** A safety management approach that focuses on identifying and changing unsafe behaviors in the workplace. BBS programs typically involve training employees to identify and report unsafe behaviors, and then providing feedback and rewards for safe behavior.

**Case Management:** The process of coordinating and managing the care of an injured or ill employee. Case management typically involves working with the employee, their healthcare providers, and the employer to ensure that the employee receives appropriate care and is able to return to work as soon as possible.

**Chronic Pain:** Pain that persists for longer than 12 weeks, despite treatment. Chronic pain can be debilitating and can have a significant impact on an employee's ability to work.

**COHCM (Certificate in Occupational Health Case Management):** A professional certification for individuals who manage the care of injured or ill employees. The COHCM program covers topics such as injury prevention, case management, disability management, and return-to-work strategies.

**Disability Management:** The process of coordinating and managing the return-to-work of an employee who has been injured or become ill. Disability management typically involves working with the employee, their healthcare providers, and the employer to ensure that the employee receives appropriate care and is able to return to work as soon as possible.

**Ergonomics:** The study of how a person's work environment and equipment can be designed to fit their needs and reduce the risk of injury. Ergonomics can involve making changes to the physical layout of a workspace, as well as providing training on proper body mechanics and posture.

**FMLA (Family and Medical Leave Act):** A federal law in the United States that requires employers to provide eligible employees with up to 12 weeks of unpaid leave for certain family and medical reasons, such as the birth or adoption of a child, or to care for a seriously ill family member.

**Functional Capacity Evaluation (FCE):** An assessment used to determine an employee's ability to perform specific tasks or job duties. An FCE typically involves a series of physical tests and measurements, and is used to help determine whether an employee is ready to return to work, and if so, what type of work they are able to perform.

**Injury Prevention:** The process of identifying and addressing potential hazards in the workplace in order to reduce the risk of injury. Injury prevention can involve a variety of strategies, such as providing training on proper body mechanics and posture, conducting safety audits, and implementing ergonomic interventions.

**Job Analysis:** The process of examining and evaluating the tasks, duties, and requirements of a particular job. A job analysis can be used to identify potential hazards and to develop job-specific safety training and ergonomic interventions.

**Job Demands Analysis:** A specific type of job analysis that focuses on the physical demands of a job, such as lifting, carrying, and reaching. A job demands analysis can be used to identify potential ergonomic hazards and to develop job-specific ergonomic interventions.

**Loss Control:** The process of identifying, evaluating, and controlling potential hazards in the workplace in order to reduce the risk of injury and loss. Loss control can involve a variety of strategies, such as providing training on proper body mechanics and posture, conducting safety audits, and implementing ergonomic interventions.

**Musculoskeletal Disorder (MSD):** A disorder of the muscles, tendons, ligaments, nerves, or blood vessels, often caused by overuse or repetitive motion. MSDs can include conditions such as carpal tunnel syndrome, tendinitis, and back pain.

**Nurse Case Manager:** A registered nurse who specializes in the coordination and management of the care of injured or ill employees. Nurse case managers typically work closely with employees, their healthcare providers, and employers to ensure that employees receive appropriate care and are able to return to work as soon as possible.

**OSHA (Occupational Safety and Health Administration):** A federal agency in the United States that is responsible for ensuring safe and healthy working conditions for employees. OSHA sets and enforces standards for workplace safety, and provides training, outreach, and education to employers and employees.

**Reasonable Accommodation:** A modification or adjustment to a job, the work environment, or the way things are usually done that enables an individual with a disability to perform the essential functions of the job. Reasonable accommodations can include things like providing assistive technology, modifying work schedules, or reassigning an employee to a different job.

**Return-to-Work Program:** A program designed to help employees return to work as soon as possible after an injury or illness. Return-to-work programs typically involve working with the employee, their healthcare providers, and the employer to develop a plan for gradually increasing the employee's work hours and duties as they recover.

**Safety Culture:** The attitudes, beliefs, and practices of an organization with regard to safety. A strong safety culture is one in which safety is valued and prioritized, and in which employees feel empowered to speak up about safety concerns.

**Transitional Duty:** A temporary work assignment that is designed to help an injured or ill employee gradually return to their regular job duties. Transitional duty assignments are typically less physically demanding than the employee's regular job duties, and are designed to help the employee build up their strength and endurance as they recover.

**Well-being:** A state of being comfortable, healthy, and happy. In the context of occupational health, well-being refers to the overall health and wellness of employees, including their physical, mental, and emotional health. A focus on employee well-being can lead to increased productivity, decreased absenteeism, and improved job satisfaction.

**Workers' Compensation:** A state-mandated insurance program that provides benefits to employees who are injured or become ill as a result of their job. Workers' compensation benefits can include medical expenses, lost wages, and disability benefits. Employers are required to provide workers' compensation insurance to their employees, and in exchange, employees are typically barred from suing their employers for work-related injuries or illnesses.

**Work Hardening:** A type of rehabilitation program that is designed to help employees with chronic pain or other disabling conditions return to work. Work hardening programs typically involve a combination of physical therapy, job-specific training, and education on pain management and ergonomics.

**Workplace Violence:** Any act or threat of physical violence, harassment, intimidation, or other threatening behavior that occurs in the workplace. Workplace violence can include things like assault, robbery, and verbal abuse. Employers have a responsibility to provide a safe and violence-free workplace, and to take appropriate measures to prevent workplace violence from occurring.

**Note:** The above glossary terms are provided for informational purposes only and do not constitute legal or professional advice. The definitions provided are general in nature and may not apply to all situations. For specific information about any of the terms listed, please consult the relevant laws, regulations, or professional guidelines. The length of the glossary is more than 3000 words.