

Program: **Certificate in Occupational Health Nursing**

Course: **COHN 5160 – Disability Case Management**

Instructor: **Shelly Ptolemy**

Course Description

A core function of occupational health nurses (OHN) is the management of disability in the workplace. This course provides the student with knowledge of disability management practices, the role of the occupational health nurse in the provision of disability management services, specific legislation relevant to the OHN profession, and the process involved with returning injured or disabled employees to work.

The course also provides the student with knowledge of the various disability benefit plans and benefits, rehabilitation strategies and an overview of strategies related to the prevention of mental illness in the workplace. Working with medical and rehabilitation practitioners and managing confidentiality and records management is also included in the course.

Course Objectives

The goal of this course is to prepare the student to understand the principals of disability management from the perspective of practicing as an Occupational Health Nurse in the workplace. Upon completion of this course, the student will understand:

- Best practice standards for disability management
- The role of the OHN in the practice of disability management
- Strategies to liaison with medical and rehabilitation practitioners
- The process of returning an employee to work after an injury, illness or disability
- Relevant legislation pertaining to the OHN in the practice of disability management

Course Outline

Module 1: Disability Management in the Workplace

Module 2: OHN Role in Disability Case Management

Module 3: Disability Management and the Law

Module 4: Return To Work Process

Module 5: Disability Benefit Plans

Module 6: Rehabilitation Strategies in Disability Case Management

Module 7: Preventing Mental Health Disability and Addiction in the Workplace

Academic Requirements:

- 30-question multiple-choice exam worth 50%
- One written scenario-based assignment worth 50%