



*The OrionHealth mission:*

UNLOCK THE POTENTIAL IN PEOPLE  
*by providing services that contribute to  
their health and wellbeing;  
specifically enhancing productive  
functioning, self management  
and sustainable work.*



## Education Programs

Our **customized** workplace injury prevention and health and wellness services and programs are designed to address the unique needs of different occupational groups. Components may include injury prevention (information and warm-up exercises), fitness evaluations, lifting safely, back education, the importance of physical activity, nutrition, lifestyle and risk factors for disease. Programs may be delivered in group or one-on-one settings.

### **Injury Prevention Topics:**

- Back Education
- Safe Lifting
- Fitness for Life
- Lifestyle and Risk Factors for Disease and Disability
- Working Longer – Aging Productively

### **Education may also be customized to help employees with chronic conditions such as:**

- Obesity
- Arthritis
- Hypertension
- Cardiovascular Disease
- Diabetes
- Hyperlipidemia
- Depression/Anxiety
- Stress
- Sleep & Fatigue Issues

### **And/or healthy living topics including:**

- Smoking Cessation
- Diet and Nutrition
- Physical Activity
- Stress Management & Resiliency

## WORK SITE SERVICES

Workplace injuries and illness have huge social and economical impact and cost Canadian employers billions of dollars each year.

OrionHealth can help your organization reduce WCB costs, reduce lost time due to injury as well as help employees to develop healthy living practices that will benefit them at work.

## Services

### Pre-Employment Functional Screen

This objective functional assessment of a person's ability to perform the essential physical demands of a job is an important part of injury prevention. The functional screen is performed on potential employees to ensure the individual will be able to meet the critical physical demands of the position before hiring.

### Post Offer Medical

This medical exam evaluates fitness for a specific job based on the requirements outlined in the job description anytime after the employee is hired.

### Ergonomic Consultation and Risk Analysis

Evaluating specific worksites can play an important role in helping individuals avoid on-the-job injuries and prevent re-injury. OrionHealth clinicians work with organizations and their employees to assess jobs and identify ergonomic risk factors and solutions.

#### Specific ergonomic services include:

- Education with the goal to increase awareness of the types of stressors that increase risk of injury.
- Assessment of the work area for ergonomic risk factors that includes a summary of identified stressors and recommendations for potential solutions in consultation with management and staff as appropriate.

### Job Demands Analysis (JDA)

Our ergonomic experts examine all aspects of a job to determine physical, functional, psychosocial and environmental requirements. For example, rather than 'heavy lifting', a JDA identifies how much, how often, how long and how far a load has to be lifted. Objective measurements are provided for considerations such as the amount of sitting, reaching, twisting, bending and lifting required to successfully perform the job functions. JDAs are beneficial for the purposes of employee recruiting and training as well as risk management. In the event of worker injury, JDAs are useful in rehabilitation goal setting and return to work planning.

### Graduated Return to Work (GRTW) Planning

A well designed GRTW plan is essential to a successful return to work. OrionHealth takes a collaborative approach with the GRTW planning process, involving clients, employer representatives, claim owners and other health care professionals as necessary. The client is empowered to participate actively in this planning process to facilitate a positive outcome. The GRTW plan is customized for each client, hence the length of the plan varies. Typically, the duration of successful plans is 4-6 weeks.

### Case Management

Our proactive approach is aimed at helping injured or ill employees return to safe and productive work activities as soon as medically possible, with a primary focus on minimizing the impact of injuries or illnesses. It is a partnership involving employers, employees, healthcare providers, unions and employee representatives, and the Workers' Compensation Board, if dealing with a work-related injury.

*We make it easy to work with us... Our Rehabilitation Coordinators will consult with you to develop programs that meet your needs. You can call or email any of our clinics to set up a free consultation appointment.*



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