

DMWP – DISABILITY MANAGEMENT IN THE WORKPLACE

DMWP 100

Essential Anatomy and Physiology

3 Credits Weekly (3-0-0)

The structure and function of the normal human body are examined. The respiratory, cardiovascular, gastrointestinal, genitourinary, nervous, reproductive, musculoskeletal, integumentary, lymphatic, hematological, immune/inflammatory, special sense organs and endocrine systems are explored. Terminology particular to description and organization of human anatomy is introduced. Students acquire medical terminology necessary to communicate information in a disability management environment and to understand medical documentation.

DMWP 102

Medical and Pharmaceutical Concepts

3 Credits Weekly (3-0-0)

A wide range of medical and pharmaceutical topics that the disability management practitioner may be exposed to via medical documentation, discussions with healthcare professionals, and the disabled or ill individual are addressed. Basic medical and pharmaceutical terminology are introduced to enable students to read medical reports and engage in conversations related to return to work management. Common diagnostic and clinical procedures pertinent to cardiovascular, respiratory, digestive, genitourinary, reproductive, nervous, musculoskeletal, integumentary and endocrine systems are also examined. Students investigate common pharmaceutical, non-pharmacological, and complementary therapies utilized to treat various common conditions so that they better understand reports and discussions on these topics. Mental health issues, psychosocial factors, and their impact on the return to work process, are appraised. As a component of the practitioner's role, health and wellness concepts are emphasized in assisting an individual's journey during the return to work process.

DMWP 104

Introduction to Disability Management

3 Credits Weekly (3-0-0)

The concepts, principles, models, and stakeholder roles relevant to the field of disability management are examined. The social, vocational and financial components of a disability management program are identified. The key aspects of a disability management program are presented, as well as industry-based application techniques. Trends and issues within the specialty field are addressed. Students will explore their professional responsibilities, the value of this field, and the growing demand for competent disability management practitioners.

DMWP 112

Health, Social and Legislative Foundations

3 Credits Weekly (3-0-0)

Students examine legislation relevant to the workplace, such as employment standards, privacy legislation, labour relations, human rights, occupational health and safety, workers compensation legislation, and their impact on disability management practices. The evolution of work and the relationship of compensation, benefits, and return to work planning within disability management are addressed. Occupational health and safety issues and trends in the workplace are analyzed. Students identify occupational hazards and lifestyle issues, and discuss their impact on the worker and the disability management program.

DMWP 114

Conflict and Crisis Management in Return To Work

3 Credits Weekly (3-0-0)

Students are introduced to a framework for conflict resolution in disability management. Introduction to an interest-based conflict resolution process guides the learner to assess their personal conflict resolution style and to determine the impact of various communication skills, emotions and grief during conflict and crisis situations. Group productivity and effectiveness are discussed within the context of managing difficult situations. The application of mediation, negotiation, facilitation and interview skills are addressed. Strategies to diffuse volatile situations in relation to the return-to-work process are examined.

Prerequisites: INTD 105.

DMWP 116

Return to Work Management

3 Credits Weekly (3-0-0)

The process to accommodate ill or injured employees is the focus of this course. Students utilize a consensus-based model to develop, implement and evaluate return to work plans or programs for employees (including returning older workers, women and various cultural groups). Cost/benefit analysis, benchmarking, auditing, and the preparation of a business plan for a disability management program are examined. The management of difficult disability cases is explored by students. Also addressed are the roles and responsibilities of case managers. Various models and processes of case management are examined as they apply within return to work coordination and disability management.

Prerequisites: DMWP 104.

DMWP 118

Field Placement

3 Credits Total (15-0-100)

A supervised application of the disability management program concepts occurs in an occupational setting. Through self-determined goals, the student designs and completes a project utilizing the application of disability management theory and practice standards in the delivery of consensus-building disability management. Following a relevant literature review, the student develops a comprehensive return to work plan for an employee of the field placement organization. The student functions as a member of the team, working within legal, ethical, professional, and organizational parameters.

Prerequisites: DMWP 100, DMWP 102, DMWP 110, DMWP 112, DMWP 114, DMWP 116.