

ENHANCED SKILLS PROGRAM IN OCCUPATIONAL MEDICINE LEARNING OBJECTIVES

Block 1: Workers Compensation Board of Alberta (4 weeks)

This block offers an overview of the activity of a Workers' Compensation Board, the claim processing and appeals process, the adjudication process. ES residents will be able to better assist their patients with WCB matters in their practice upon completion of this block.

At the end of this rotation, Enhanced Skills residents will be able to:

- explain the claims and disability management process,
- explain the appeals process for a WCB Alberta claim,
- summarize the process for assessing the Permanent Clinical Impairment for a claimant,
- apply the WCB Alberta ethical framework,
- outline the process of WCB policy development,
- analyze the body of scientific literature to provide a work-relatedness opinion.

Block 2: Occupational Hygiene and Ergonomics

This block will allow the ES residents to have an outreach in these two main fields connected to Occupational Medicine, with two sub-rotations of two weeks each with two providers (e.g. Pinchin Ltd. For Occupational Hygiene, and EWI Ergonomics for Ergonomics).

Block 2A: Occupational Hygiene (2 weeks)

At the end of this rotation, Enhanced Skills residents will be able to:

- explain the main activities completed by an Occupational Hygienist
- list the steps of the occupational hygiene assessment project (scope development, site assessment, interpretation, and reporting),
- interpret occupational hygiene assessments, including air quality investigation and hazardous material abatement project consulting.

Note: ES residents will be given access to an e-class module in Occupational Hygiene, supervised by Dr. Bernadette Quémerais.

Note 2: this rotation would be scheduled between Spring and the end of Fall.

Block 2B: Ergonomics – EWI (2 weeks)

At the end of this rotation, Enhanced Skills residents will be able to:

- explain the main activities completed by an Ergonomist,
- explain what a job demands analysis is and how it can be used for return-to-work purposes,
- interpret ergonomics assessments

- utilize the hierarchy of controls when participating to workplace assessments,

Block 3: Legislation in Occupational Health

This block will be completed at the Ministry of Labour, under the supervision of the Medical Director, Occupational Health and Safety (OHS). This will allow the ES resident to understand the regulations in the field of Occupational Medicine and health, including the management of notifiable occupational diseases.

At the end of this rotation, Enhanced Skills residents will be able to:

- explain the role of the Director of Medical services, Occupational Health and Safety,
- list the notifiable occupational diseases in Alberta, and explain how notifications are processed,
- explain the role of Occupational Health and Safety officers, and the purpose of workplace inspections,
- distinguish the missions of the government from those of WCB Alberta, and compare the organization of OHS missions (i.e., compensation and regulation) to other provinces and territories,
- list the different sources of law in OHS, and how they articulate to each other (OHS Act, Regulation, Code).
- list the fundamental rights and responsibilities of workers and employers.

Block 4: Industry placement

This block will allow the resident to have a rotation in one of the main industry sites, having an Occupational Medicine physician, or a Corporate Medical Officer (such as Imperial Oil) ES residents will better understand the work of an occupational physician in the industry.

At the end of this rotation, Enhanced Skills residents will be able to:

- explain the role of an Occupational Medicine physician or a Corporate Medical Officer,
- assess the fitness for work of a worker,
- write recommendations (i.e., limitations, restrictions) for workplace accommodation,
- distinguish the scope of practice in Occupational Medicine from the scope of practice in Human Resources (HR),
- create working relationships with various stakeholders in a company (i.e., HR, unions...) with respect to workers' confidentiality and occupational health ethical frameworks.
- outline the process of occupational health and work-related screening policies design and application in a company

Block 5: Occupational Health in Healthcare

This block is dedicated to the specificities of Occupational Medicine in the healthcare system. The resident can have a rotation either with Alberta Health Services – Workplace Health and Safety, or with the College of Physicians and Surgeons of Alberta – Physician Monitoring Health Program.

At the end of this rotation, Enhanced Skills residents will be able to:

- list occupational health hazards and risks for healthcare workers
- explain how the service is organized (either AHS WHS or CPSA PMHP), and how they deliver support to healthcare workers,
- distinguish the roles of treating physician and occupational medicine specialist (or occupational health physician) when working with patients that are healthcare workers, and apply ethical frameworks and patient confidentiality principles,
- analyse how health issues in healthcare workers influence their practices and patient safety and summarize how the institution (either AHS or CPSA) addresses these matters,
- create working relations with various stakeholders involved in occupational health of healthcare workers with respects to occupational health ethical frameworks and patient confidentiality.

NB: AHS Workplace Health and Safety offices are located in Calgary.

Block 6: Selective

This block offers room for the ES resident for their own preferences. They may wish to have a second block in the industry, a rotation in Toxicology or in Environmental Medicine. The ES resident can review the list of rotating sites available on the Occupational Medicine Residency website and submit their wishes to the Program Director early in their training. The selective block must be in the field of Occupational Medicine, with a dedicated supervisor, with the approval of the Program Director.

The learning objectives should be established collaboratively between the ES resident, the program director and the rotation supervisor, before the rotation starts.

Reviewed by the Residency Program Committee on March 10, 2022