

Returning Catastrophic Injuries to Life and Work

*Case Study of 3rd Degree Burn:
Treatment, Recovery and Return
to Work*

Catastrophic Team

- Travis Reynolds, Injured Worker
- Martha Herron, Nucor Occupational Health Nurse
- Dr. William Hickerson, Burn Center Director
- Shirley Vincent, Medical Case Manager
- Adjuster with Third Party Administrator

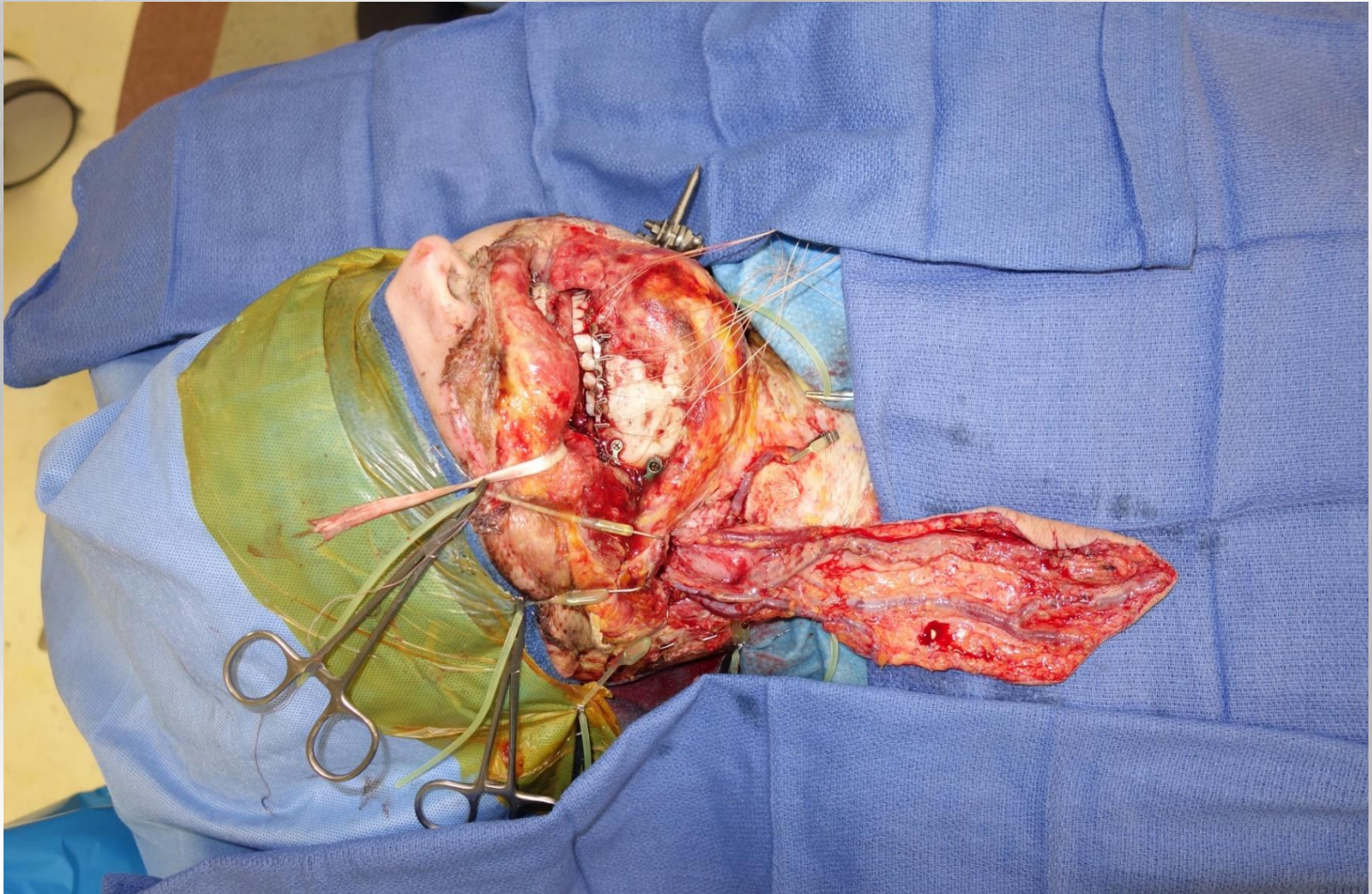
Travis shortly before the injury



The Accident

- On 3/18/15, Travis was using a torch to cut a hot steel bar, when the bar fell and pinned his face against the column.
- He was immediately taken to the Regional Burn Center with 3rd degree facial burns.
- At that point, the employer implemented their catastrophic injury plan and case management was sent to the hospital

Severity



Case Management

- Hospital visit within the first 24 hours
- Determine the severity of the injury
- Develop a rapport and support the patient/family
- Understand emotional state and offer reassurance
- Find what the patient and family need
- Begin planning for discharge and recovery

Goals of Case Management

- Advocacy for injured worker
- Assessment of the injury
- Education for all parties involved
- Communication between all parties
- Obtaining information and disseminating it correctly
- Discharge and recovery planning
- Resource management

Catastrophic Team Members



End of the Day



Employer Immediate Response

- Determine level of treatment
- Coordinate transfer to burn center
- Assure the injury worker and family
- Notify all critical parties
 - Family
 - Carrier/TPA/Insurance
 - Case Manager
 - Upper Management

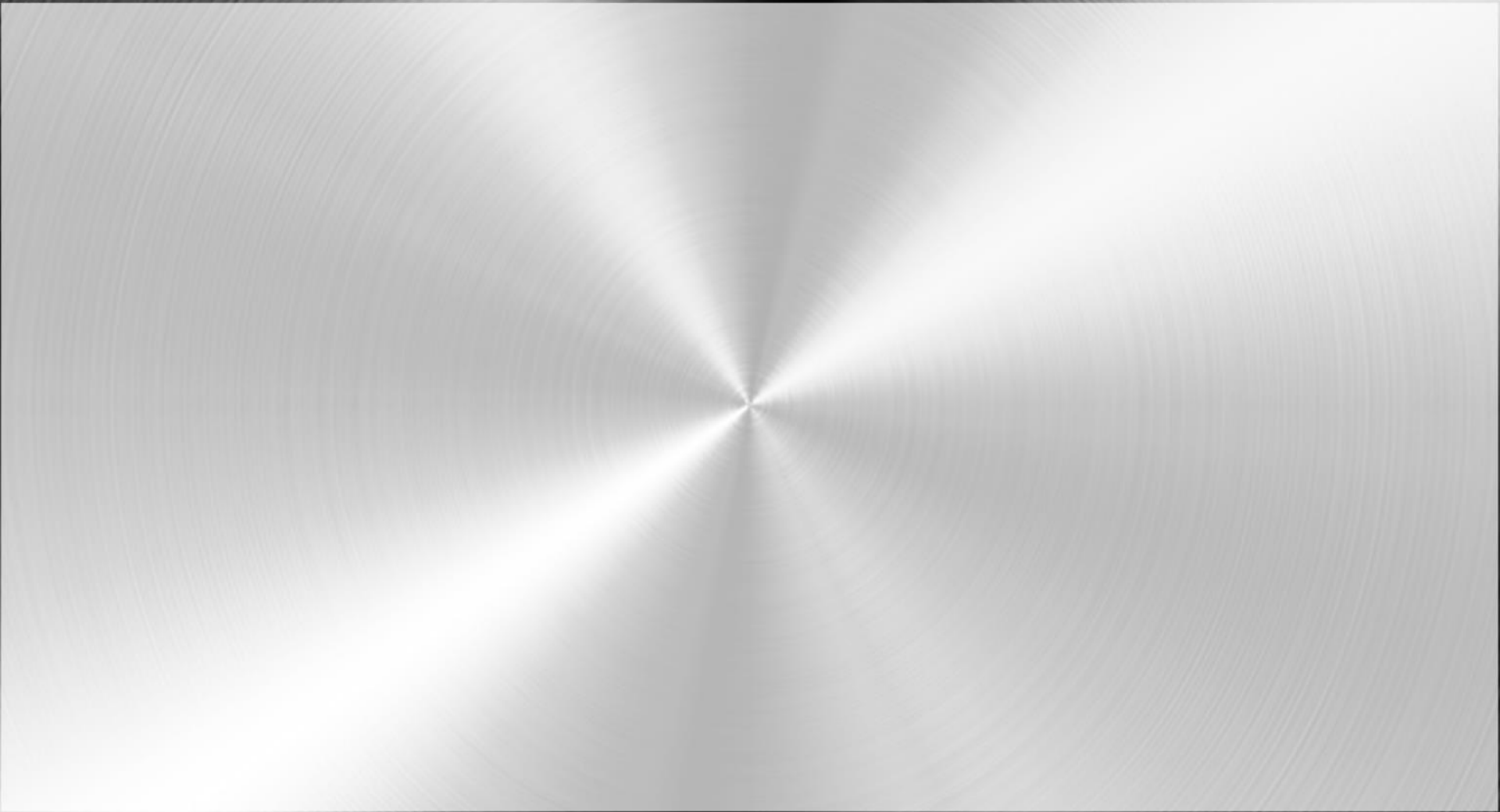
Employer Support

- Support Employee/Family
- Communication
- Identify Needs/Find Solutions
- Financial Support
- Job Security
- Reasonable Accommodations

Return to Work Plan

- Is the employee motivated to return to work?
- Know the restrictions that are possible for returning to work
- Catastrophic injuries slowly returned to work
- Make reasonable accommodations

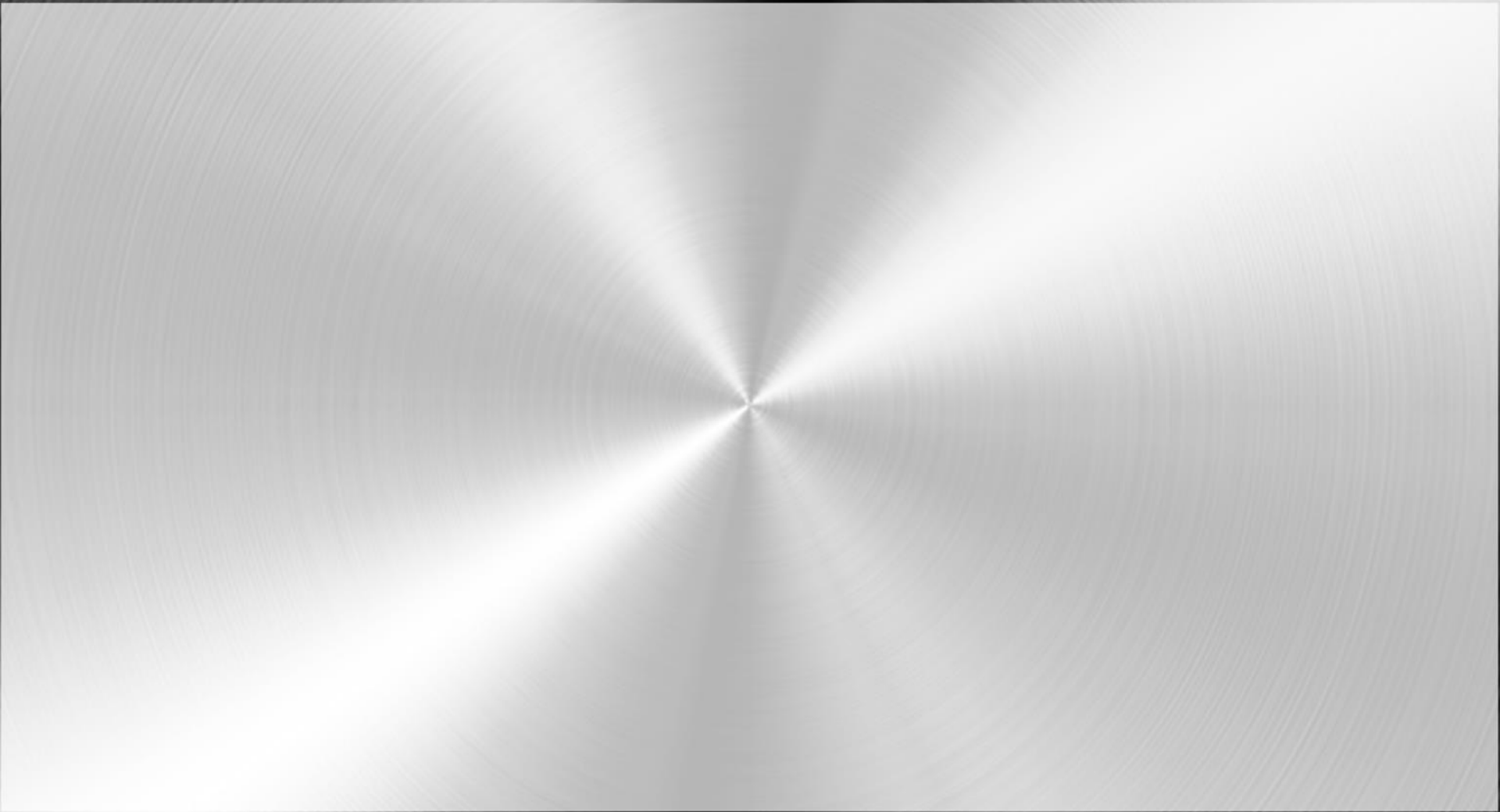
Dr. Hickerson Medical Plan



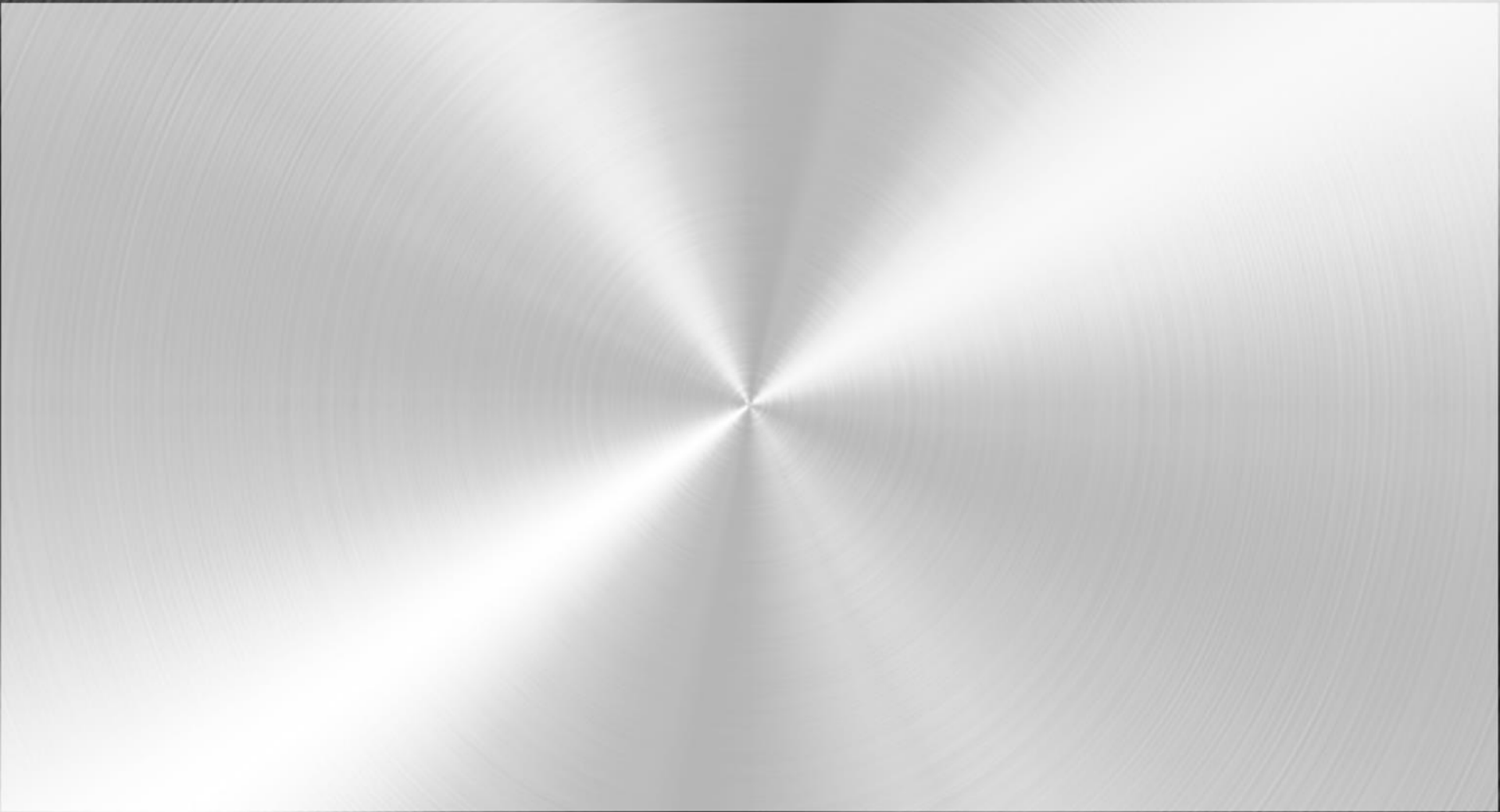
Photos

- To be add by Dr. Hickerson

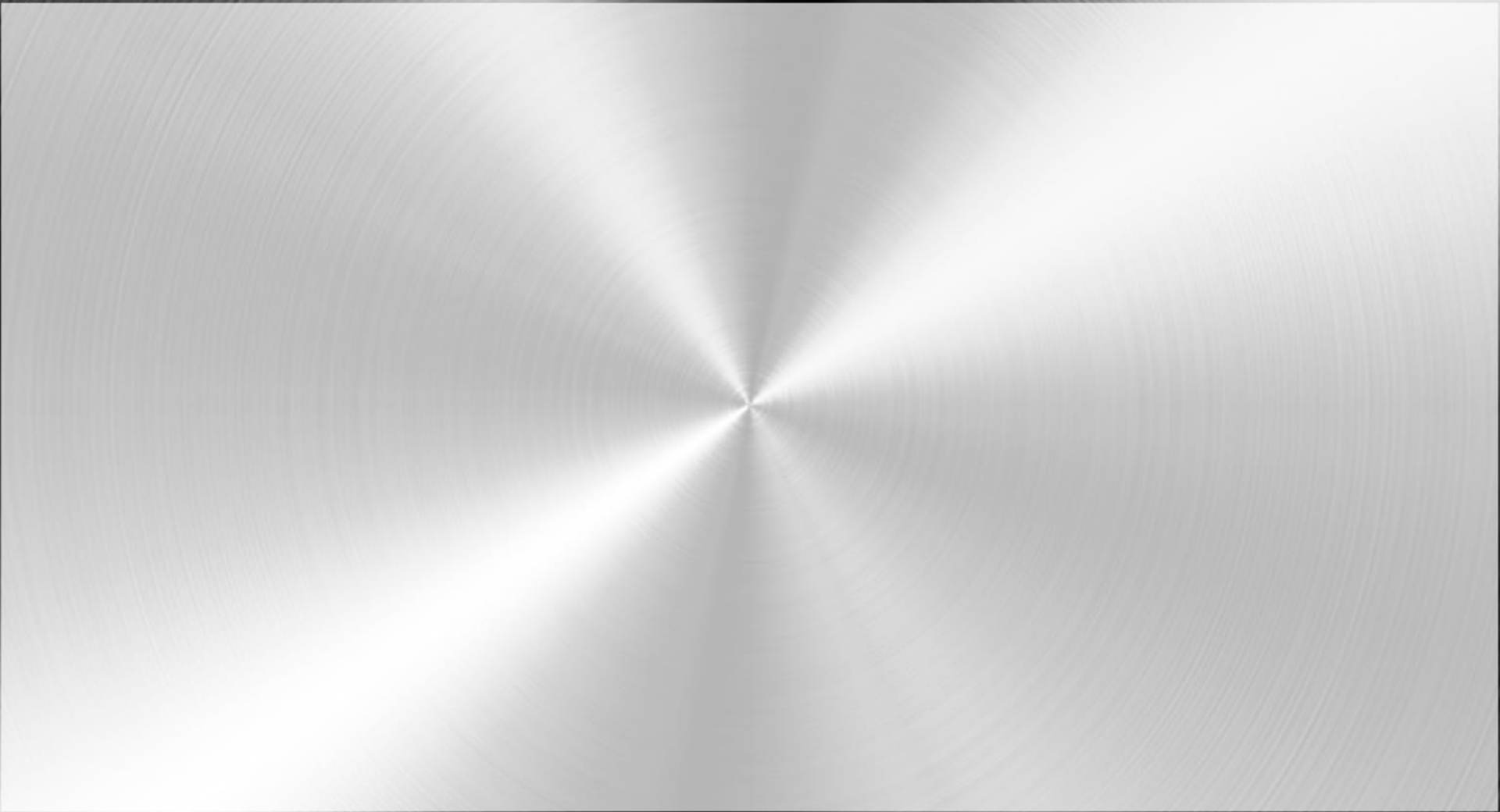
Hickerson Slide



Hickerson Slide



Hickerson Slide



Employee Prospective

- Employee's Prospective of the Injury
 - What happened?
 - Near death experience
 - What brought me back?
 - Fight

Immediate Concerns Hospital

- What happened to me?
- What is going to happen to my job?
- How bad is my injury?
- How am I going to recover?
- How am I going to look?

Recovering from the Injury

- The shock of the accident
 - Physical battle
 - Dealing with the pain
- Denial
- Emotional Toll
 - Post Traumatic Stress Disorder
- Bumps in road
- Acceptance

How did I make through?

- Family
- Support of co-workers
- Employer
- Health Care Team

Full Circle

- Acceptance and re-entering life
- Returning work in a different role
- Finding joy in helping others
- Volunteering
- Public Speaking

Questions?

