

October/November 2003

Volume 1, Issue 3

Michigan Depression Outreach and Collaborative Care (MDOCC)

This Month's Focus:

MWorks Disability Management

Workplace and Depression: Helping the Individual, Treating Physician, and Employer

For questions or info on the

MWorks Disability Management program, please contact:

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at

**734-975-4635 or
bethking@umich.edu**

PHONE NUMBER CHANGE

The local phone number you use to contact care managers has changed. The new number is:

734-936-8706

Please direct all DPC related calls to this number. Thanks!

The MWorks Disability Management's staff of registered nurses and occupational therapists specialize in helping individuals return to and successfully sustain work. They do this for people with almost any medical condition. MWorks Disability Management collaborates with the individual, physician, and employer to facilitate successful work. Communication is provided to all involved with the work plan and strategies.

Within the framework of the **Depression in Primary Care Project**, the health care provider is able to access these MWorks services for select patients. Referral to MWorks Disability Management is appropriate when the individual meets any one of these referral criteria:

- Out of work for over two weeks (14 calendar days.)
- Conflicts at work and/or sensing patient hesitant to return to work.
- Need assistance developing return to work plan.
- Concern patient will be able to successfully sustain work.
- Several episodes of absences from work of over 5-day duration within past year.

During the MWorks assessment, some of the typical issues addressed include:

1. What limitation is the individual with the depression experiencing?
2. To what degree do these limitations affect the person and their job performance?
3. What specific job tasks are problematic as a result of these limitations?
4. Have you consulted with the individual regarding accommodation needs?
5. What accommodations are available to reduce or eliminate these problems?
6. Are regular meetings being held with the person with depression to evaluate the effectiveness of existing accommodations? Are other accommodations needed?

Congratulations to...Brighton Health Center!

During the month of September, BHC referred more patients into the Depression in Primary Care Program than ever before, with a total of 19 referrals. And that's not all – each doctor in the Internal Medicine pod referred at least one patient to care management. We tip our hats to you, BHC, for being September's star clinic!

Robert Wood
Johnson Foundation
Depression in Primary
Care Project

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please contact your
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**Just to give you a few ideas, here are some examples of recommendations
MWorks may make:**

Stamina:

- Flexible Scheduling
- Allow longer or more frequent work breaks
- Provide additional time to learn new responsibilities
- Provide self-paced workload

Concentration:

- Reduce distractions in the work area
- Allow the employee to play soothing music using cassette player and headset
- Plan for uninterrupted work time
- Divide large assignments into smaller tasks and goals

Interact with Co-Workers:

- Educate all employees on their right to accommodations

Issues of Change:

- Provide weekly or monthly meetings with the employee to discuss workplace issues and production levels

Organization:

- Make daily TO-DO lists and check items off as they are completed
- Use electronic organizers
- Divide large assignments into smaller tasks and goals

Memory:

- Provide type written minutes of each meeting
- Provide written instructions
- Provide written checklists

Working Effectively with Supervisors:

- Develop written work agreements that include the agreed upon accommodations, clear expectations of responsibilities and the consequences of not meeting performance standards
- Establish written long term and short term goals

Handling Stress and Emotions:

- Provide praise and positive reinforcement

Selected information adapted from the Job Accommodation Network Publication titled, "Worker-site Accommodation Ideas for Persons with Psychiatric Disabilities."

There has been an increase in the number of referrals coming from CFP Clinic in the past month – Congratulations! Please continue to remember the DPC Program in your efforts to treat your depressed patients, and raise those referral numbers even more by the end of the year!



