

## NICOLE SUTHERLAND, MOT, CWCE/CFCE

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### EDUCATION

- Master of Occupational Therapy, **University of British Columbia**, 2008
- Bachelor of Arts (Major-Anthropology, Minor-Sociology), **University of British Columbia**, 2006
- Rehabilitation / Therapy Assistant Certificate, **Okanagan University College**, 2004
- Dietary Technician Diploma, **Saskatchewan Institute of Applied Sciences & Technology**, 1991

### PROFESSIONAL MEMBERSHIPS

- College of Occupational Therapists of BC
- Canadian Association of Occupational Therapists

### PROFESSIONAL DEVELOPMENT/TRAINING

- Emergency First Aid & CPR/AED Level C, Canadian Red Cross
- Prescription & Use of Pressure Redistribution Surfaces; presented by Mr. S. Aslani/Permobil, 2016
- The Multiple Errands Test: Developing, Administering & Scoring Site-Specific Versions; presented by Dr. Emily Nalder, 2016
- Laying the Foundation of Wheelchair Seating & Mobility Assessments; presented by Patricia Tully, Diane Thomson, & Sheila Blochlinger, 2016
- Enabling Occupation through the Assessment & Treatment of Cognitive Impairments in Adults; presented by Debby McQuillen, 2015
- Assistive Technology for Older Adults: Approaches & Innovations; presented by Rosalie Wang, 2014
- The Nuts & Bolts of Sustainable Return to Work Programs: The Whole Deal: Psychosocial Factors with FCE and Functional Assessment; Cognitive Demands Analysis; presented by Lorraine Mischuk & Nancy Gowan, 2014
- Matheson: Cognitive Functional Capacity Evaluation, 2013
- Detecting Suboptimal Effort in Cognitive Testing; presented by Dr. Hendre Viljoen, 2013
- BIMFA mentorship program, 2012/2013
- Matheson: Functional Capacity Evaluation Certification Program, 2012
- Fieldwork Educator: Level Two Occupational Therapy student, 2011
- The Multi-context Approach to Cognitive Rehabilitation of Executive Dysfunctions: Promoting Strategy Use & Awareness across Functional Activities; presented by Joan Toglia, 2011
- Fieldwork Education: Therapy Assistant student, 2011
- Feeding and Swallowing Disorders in Infancy: Assessment and Management; presented by Robin Glass & Lynn Wolf, 2011
- 4<sup>th</sup> International Conference on Fetal Alcohol Spectrum Disorder, 2011

- Rethinking Employment after Acquired Brain Injury; presented by Fraser Valley Brain Injury Association, 2011
- 6<sup>th</sup> Annual Health Care Professional Conference; presented by WorkSafe BC, 2010
- Fieldwork Educator: Level Two Occupational Therapy student, 2009
- Fieldwork Educators' Workshop, 2009
- Brain Bootcamp-Basic Awareness Training Workshop; presented by Brain Training, UK, 2009
- The Sensory Diet; presented by Amina Javer, 2008
- Empowerment for Function, 2007
- Positioning for Function, 2007
- Surface to Surface Support, 2007
- SOLUTIONS Student Design Exposition, 2007
- Dementia and Delirium, 2004
- Meal Companion Training, 2004

## RELEVANT WORK EXPERIENCE

### **Re:Function Health Group, Inc.: 2012 to present**

Registered Occupational Therapist

Return to Work Support Practice Leader

- WorkSafe BC & non-WSBC Return to Work Support Services (i.e. Job Site Visits, Job/Physical Demands Analyses, Risk Factor Analyses, Ergonomic Analysis, graduated return to work planning & monitoring, and return to work support, etc.)
- WorkSafe BC & non-WSBC Functional Capacity Evaluations
- Non-WSBC Cognitive Functional Capacity Evaluations
- Job Demands Analysis
- Work Site Ergonomics
- WorkSafe BC & non-WSBC Community Occupational Therapy Services
- Work Simulation Assessments
- Other Brain Injury and/or Cognitive Services, including Neuro Occupational Therapy Evaluations, Cognitive Assessment, Functional Safety Assessments, Job Site Visits, and GRTW planning, implementation, and monitoring

### **Back in Motion Rehabilitation Inc. (Head Injury Assessment & Treatment Services) Program: 2010 to 2012**

Occupational Therapist

- Worked within a multi-disciplinary team to assist clients return to work. This included interviewing to obtain functional, vocational, and psycho-social information; formal cognitive assessment; physical functional assessment; teaching educational sessions; 1:1 OT sessions; creation of work simulation activities; job site visits; physical/cognitive job demands analysis; and graduated return to work planning, implementation, and monitoring

- The various vocational rehabilitation programs involved working with clients aged 17 to 65+ years who had sustained a concussion/acquired brain injury (mainly mild to moderate), or working with clients who have more permanent neurological based disabilities (severe TBI, stroke, MS, etc.) and included: 1. Head Injury Assessment and Treatment Services (HIATS) and its associated interdisciplinary and Single Service Occupational Therapy treatment programs. 2. Customized Head Injury Program (CHIP). 3. Triumph, and 4. MindworksBC
- Experience working as a HIATS Active Rehabilitation Manager, in a shared position during the Spring of 2012
- The Occupational Therapist role was one of case management, which required liaising with clients, WorkSafe BC Case Managers, other insurance company adjudicators, employers, Physicians, Physical Therapists, Psychologists, Kinesiologists, and family members
- Timely report writing was managed by the Occupational Therapist

**Back in Motion Rehabilitation, Inc.: 2008 to 2010**

Occupational Therapist

- WorkSafeBC Occupational Rehabilitation 2 (OR2)
- WorkSafeBC Return to Work Support Services
- Custom client services
- WorkSafeBC Activity-Related Soft Tissue Disorder (ASTD)

**Central Okanagan Interior Health Authority: 2004 to 2008**

Rehabilitation/Therapy Assistant

- Worked under the direct supervision of Occupational Therapists and Physical Therapists on an acute care geriatric rehabilitation unit, Alzheimer's unit, and in many other units within different extended care facilities
- Worked under recreational therapists in an extended care setting

**Southern Okanagan Interior Health Authority, Penticton Regional Hospital: 1993 to 2008**

Food Service Supervisor/Dietary Technologist

- Ensured the proper clinical nutrition and/or foods were provided to patients through interdisciplinary communication with dieticians, speech language pathologists, nursing staff, etc.; specialized diet writing; and detailed tray line checks
- Supervised production, assembly, and distribution of food by cooks and other designated food service staff; ensured quality assurance
- Replaced absent staff in accordance with collective agreements as needed

## DEMONSTRATED COMPETENCIES

### Functional Capacity Evaluations:

- Experienced using standardized, evidenced based functional testing equipment
- Able to use job demand task analysis to develop meaningful and specific work simulation work circuits to incorporate in functional testing
- Able to interpret functional test measures and forecast return to work capacity
- Able to identify functional need for temporary task modifications or permanent accommodations during return to work planning

### Return-To-Work Planning and Implementation:

- Able to coordinate and lead return to work meetings with involved stakeholders
- Able to effectively communicate with stakeholders to identify return to work plans, identify accountabilities of parties within the plan, develop consensus to execute the plan, and to address issues while monitoring the plan
- Able to identify and measure job demands
- Able to use task analysis and functional analysis to develop a return to work plan and grade exposure rates to work tasks within the plan specific to injured workers' needs
- Able to perform ergonomic analyses to identify risk factors of work demands in relation to functional capacities of an injured worker
- Able to identify temporary/permanent task modifications and/or accommodations necessary for an injured worker and implement them or eventually remove them in the return to work plan
- Able to prescribe ergonomic solutions via equipment provision, worker practice modifications (job coaching), or environmental changes
- Able to effectively write reports outlining specifics of job demands and return to work plans

### Cognitive/Brain Injury Services and/or Rehabilitation:

- Due to the specialized nature of brain injury and the various associated programs, a comprehensive knowledge into the related literature and the psychosocial aspects of disability and rehabilitation is necessary
- Experienced in using formal and/or standardized cognitive assessments
- Experienced in using other forms of informal cognitive assessment, such as clinical observation of functional tasks and work simulation
- Experienced in providing education, training, and/or practice opportunities with regards to external and/or internal memory strategies
- Experienced in providing clients with other forms of cognitive supports and/or resources, such as personalized checklists to assist with planning and organization, problem solving, decision making, etc.

**Community Adult Occupational Therapy Services and/or Rehabilitation:**

- Physical assessment, justification, recommendation, and training of power and manual wheelchair and adaptive equipment prescription
- Home Safety Assessments with recommendation, training and provision of mobility aids, adaptive equipment and community resources to optimize client safety in the home
- Provision of education and training to stakeholders, including Rehabilitation Assistants and family members, in safe body mechanics & the use of adaptive equipment
- Facilitation of client-centred goal setting, in addition to monitoring, (re)evaluation, and adaptation of client goals
- Facilitation of socialization and community integration