

ROBERT GANDER, MCISc OT, CWCE/CFCE

EDUCATION

- Master of Clinical Science (Occupational Therapy), **University of Western Ontario**, 2000
- Bachelor of Human Kinetics, **University of British Columbia**, 1997

PROFESSIONAL MEMBERSHIPS

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

PROFESSIONAL DEVELOPMENT/TRAINING

- Healthcare Professional Conference 2026, WorkSafe BC: From Return-to-Sport to Return-to-Work; Gentleness and Resilience in Complex Clinical Work; A Capacity-Based Framework for Concussion Recovery; Demystifying Vocational Rehabilitation
- TBI and Post-Concussion Syndrome: A Research-Based Roadmap to Assessment and Treatment, Kyi Rehabilitation, 2025
- Healthcare Professional Conference, WorkSafe BC 2025: Communicating Effectively with Culturally Different People; Somatic Symptom Disorder; Occupational Therapy and Psychotherapy Collaboration in Trauma-Focused Treatment of Work-Related PTSD; Mental Health and Return to Work Best Practices; Perspectives on Supporting Injured Workers Recovery and Return to Work
- Functional Assessment Mastery Series, Kyi Rehabilitation, 2024
- Healthcare Professional Conference, WorkSafe BC 2024: Common Threads of Pain Management: What Does the New Research Tell Us? Trauma-Skilled Healthcare: Practical Tools and Considerations to Support Providers and Trauma-Exposed Workers; Fitness and Readiness for Work Following a Work-Related Psychological Injury
- Healthcare Professional Conference, WorkSafe BC 2023: Abilities Language in Physical Health; Functional Cognition Assessment and Treatment; Concurrent Disorders: Pain, Mental Health, Trauma, and Substance Use – An Interdisciplinary Approach to Care
- Forward Thinking: The Future of Personal Injury Law and Rehabilitation in the Post “No-Fault” World, Trial Lawyers Association of BC, 2021
- Type II Diabetes Remission: Moving from Theory to Implementation, UBC Faculty of Medicine, 2021
- Cost of Future Care / Life Care Planning Certification Course, Roy Matheson and Associates, 2019
- Healthcare Professional Conference 2019, WorkSafe BC: Integrating Pain Science; Vestibular Rehabilitation; Cannabis “Need-To-Knows”; Work Simulation Utility/Validity
- Cognitive Behavioural Therapy: Level 1 for Occupational Therapy, 2018
- Best Practice Pain Management for Occupational Therapists, Pain BC, 2018

- Going from Bad to Worse: Secondary and Delayed Syndromes in the Medical Legal Narrative, Trial Lawyers Association of BC, 2016
- The Multiple Errands Test: Developing, Administering, and Scoring Site-Specific Versions, CAOT Workshop, 2016
- Enabling Occupation Through The Assessment And Treatment Of Cognitive Impairments In Adults, CAOT Workshop, 2015
- Chronic Pain Conference 2015: Examining Legal Challenges and Medical Advancements in Chronic Pain, Trial Lawyers Association of BC, 2015
- Predicting the Future in Personal Injury Claims: For Doctors, Lawyers, and Therapists, Trial Lawyers Association of BC, 2014
- Brain Injury Conference, The Future of Rehabilitation and Litigation, Trial Lawyers Association of BC, 2014
- Work-Oriented Executive Dysfunction: Evaluation Of Critical Demands During FCE, 2014
- Annual Healthcare Professional Conference, Worksafe BC, 2001 to 2006, 2010, 2012, 2014
- Cognitive Functional Capacity Evaluation, Roy Matheson and Associates, 2013
- Detecting Cognitive Effort, H. Viljoen, Neuropsychiatrist, 2012
- Clinical Skills for Assessing and Prescribing Power Mobility Equipment, Magma Rehabilitation, 2012
- The Essential Soft Tissue Injury Conference, Trial Lawyers Association of BC, 2012
- “How to Deal with Difficult People” Seminar, Centrix Disability Management Services, 2012
- Wound Management Seminar, Shopper’s Home Health Care, 2012
- Automotive Mobility and Driving Independence Seminar, Shopper’s Home Health Care, 2012
- Assessing and Implementing Home Modifications, Worksafe BC, 2011
- Advanced Functional Capacity Evaluation Program, Roy Matheson and Associates, 2011
- Life Care Planning, Roy Matheson and Associates, 2009
- Functional Capacity Evaluation Certification Program, Roy Matheson and Associates, 2006
- “Thriving Through Change” Seminar, D. Rossouw, Leadership and Organizational Development, Vancouver Coastal Health Authority, 2006
- “Return to Work Toolkit” Seminar, Centrix Disability Management Services, 2006
- Work Conditioning and Work Hardening Program, Roy Matheson and Associates, 2005
- Ergonomic Evaluation Certification Program, Roy Matheson and Associates, 2003.
- Low Back Injury: Improving Prevention Strategies and Rehabilitation Approaches, Association of Canadian Ergonomists, 2003.
- Instructional Skills Educational Series, Vancouver Coastal Health Authority, 2002.
- Functional Capacity Evaluation Certification Program, Roy Matheson and Associates, 2001

RELEVANT WORK EXPERIENCE

Re:Function Health Group, Inc. : 2007 to present

Consultant Occupational Therapist

Senior Registered Occupational Therapist

- Providing testimony: accepted as an expert witness in the Supreme Court of British Columbia for testimony related to work/functional capacity evaluation, cost of future care analysis, and occupational therapy
- Administering medical-legal work/functional capacity evaluation, cognitive functional capacity evaluation and cost of future care analysis
- Performing medical-legal critique and providing consultation
- Performing ergonomic risk factor and job demands analysis, including as an expert for Workers' Compensation Appeal Tribunal purposes
- Designing and coordinating graduated return-to-work programs
- Providing job coaching and ergonomic risk factors education

Work Ability Centre, Vancouver Coastal Health: 2000 to 2007

Occupational Therapist

- Case managing and providing occupational therapy treatment within a multi-disciplinary occupational rehabilitation program for individuals who experience chronic pain
- Performing work/functional capacity evaluations (WorkSafe BC, Disability Insurers)
- Designing & coordinating in-clinic treatment & graduated return-to-work programs
- Performing ergonomic risk factor & job demands analysis at worksites
- Providing job coaching & ergonomic education in-clinic and at worksites

DEMONSTRATED COMPETENCIES

Functional Capacity Evaluations:

- Accepted as an expert witness in the Supreme Court of British Columbia for testimony related to work/functional capacity evaluation, cost of future care analysis, and occupational therapy
- Able to perform both physically-based & cognitively-based functional capacity evaluation whilst considering the physical, cognitive, & emotional factors that influence function
- Experienced using standardized, evidenced-based functional testing equipment
- Able to use job demands & task analysis to develop meaningful & specific work simulation activities to incorporate in functional testing
- Able to interpret functional test measures & determine capacity for working & performing homemaking activities & other activities of daily living
- Able to identify temporary & permanent accommodations that may be required to support safe & dependable work

Cost of Future Care / Life Care Planning Evaluation:

- Able to use task analysis to evaluate an individual's capacity for performing a variety of homemaking activities, including house cleaning & yard work
- Able to interpret functional test measures & determine capacity for homemaking
- Able to identify need for temporary or permanent accommodations within the home with an aim of restoring independent function, whenever possible, or alternatively providing recommendations, including services, supplies & equipment, to restore the level of independent function that was present prior to the onset of impairment/disability
- Experienced using standardized, evidenced based functional testing equipment within the home environment

Return-To-Work Support Services:

- Able to coordinate & 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, & to address issues while monitoring the plan
- Able to identify & measure job demands, physically, cognitively & psychosocially
- Able to use job demands analysis to develop return to work plans & graduate exposures to work tasks accounting for workers' abilities & workplace factors
- Able to perform ergonomic analyses to identify workplace risk factors & barriers in relation to functional capacities of an injured worker
- Able to prescribe ergonomic solutions via equipment provision, work practice modifications ("job coaching"), and/or environmental changes
- Able to effectively write reports outlining specifics of job demands & return to work plans & recommendations