

Return to work

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Panel Discussion

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Return to work agenda

- Pre-injury planning
- Flow chart
- Identifying transitional work
- Return to work cases
- Discussion

Return to work pre-injury planning



- Review and understand the return to work policy and program
- Identify and list potential transitional work assignments
- Review program and transitional work assignments with staff
- Provide return to work training
- Identify the Zurich PPO doctors in your area
- Meet with or call the doctors on your list to set up a protocol and inform them of the return to work policy
- Assemble a Grab and Go kit for guidance after an injury

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Flow chart



The flow chart will help follow post injury procedures.
Step-by-step guide includes:

1. Take the injured employee to the doctor
2. Communicate your return to work program with the doctor
3. Determine the employee's restrictions
4. Identify transitional work based on the employee's restrictions
5. Communicate with claims
6. Send the bona fide offer of employment
7. Continue to follow up with the injured employee after each physician's appointment, increasing responsibilities as necessary

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Identifying transitional work



- Injured body part
- Restrictions
- Job tasks
- Physical and mental demands of the job tasks
- Modifications

Return to work success



- Back injury April 2014
- TTD \$448.04
- Return to transitional work answering the phone July 2014
- Back off work September 2014
- Return to transitional work December 2014
- MMI January 2014
- 3 months transitional work = \$5,376.42 savings

Comments: We placed her in evening shift receptionist position. She was there until a Unit Clerk position came available. She applied for it and was accepted. She now works full-time as a very talented Unit Clerk.

Return to work success



- Slip and fall / shoulder injury October 2012
- TTD \$338.21
- Transitional work for 90 days = \$4,348.41 Savings

Comments: Took evening shift receptionist position and re-defined it. She was there for 90-days, then her health improved to where she could return back to her former position.

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Transitional work not provided



- Neck injury September 2014
- TTD \$281.25
- Released to return to work with restrictions in December 2015
- Did not accommodate
- Potential savings would have been: \$4,496
- Return to work full duty March 2015

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Discussion



Why?

Disciplinary
problem?

Fraud?

We don't
want him
back

We don't have
light duty

Benefits?

Re-injury?

The employee
doesn't want to
work