



## **Return-To-Work Programs**

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*SafetyNet Article*



## *SafetyNet Article: Return-To-Work Programs*

A Return-To-Work Program is an effective cost containment program that can cut the high cost of "time loss" (indemnity) injuries and control your worker's compensation costs. This article describes ways that companies can develop and implement a Return-To-Work program. A Return To Work Program gets an injured worker back to productive employment as soon as medically possible. It is an effective cost containment program that can cut the high cost of "time loss" (indemnity) injuries and control your worker's compensation costs.

### Developing a Return-to-Work Program

- The employer develops a list of modified or restricted jobs all employees may be able to perform. A modified or reduced work schedule may also be appropriate on a n individual basis. After a workplace injury, the employer should contact the medical provider to discuss possible accommodations.
- The medical provider determines the employee's restrictions and estimates the length of the recovery period.
- The employer, medical provider, claims adjuster, and employee then work out a plan to return the employee to productive (perhaps modified) employment within the bounds of the employee's medical restrictions.

This program is intended for temporary accommodations during an employee's recovery from a work related injury and should typically only involve 2 to 3 weeks.

### Benefits of a Return-to-Work Program

- Reduces costs of injury (both medical and indemnity)
- Speeds up recovery
- Reduces need for vocational rehabilitation
- Cuts the indirect costs to company
- Reduces litigation and system abuse
- Improves employee morale and security
- Positively affects company's bottom-line profitability

Be sure to maintain contact with injured employees while they are away from the job. Check the employee's recovery and show genuine concern for his or her well being. A little caring will go a long way with an employee who is away from the job.

Please feel free to contact Artrex Cedar Hill for assistance in the implementation of an effective Return to Work Program.