

## ITEMIZED BENEFITS OF A RETURN-TO-WORK PROGRAM BY STAKEHOLDER

### **The Employer May Benefit By:**

- Reduced staff turnover and training costs by retaining experienced and knowledgeable workers.
- Ability to participate in and contribute to the rehabilitation process.
- Improved morale and employee relations by offering Return-to-Work plans for both work-related and non-work-related injury or illness.
- Minimized non-recoverable expenses such as employee benefits, the hiring and training of replacement workers, and the cost of inexperienced workers.
- Improved accident experience, which may be important for companies bidding on contracts.
- Completion of tasks that may have been delayed due to other priorities.
- Decreased the number of grievances and arbitrations.

### **Injured/Ill Worker May Benefit By:**

- Maintaining the employment relationship, which provides job security and financial independence.
- Minimizing the loss of physical fitness and muscle tone due to inactivity.
- Maintaining financial credibility. Financial institutions are uncomfortable about renewing mortgages and loans if their client is without a job.
- Maintaining in-house/company pension plans, medical benefits, dental plans, and group life insurance.
- Maintaining vacation/sick day benefits.
- Maintaining social contact and support from co-workers and friends.
- Focusing on their abilities and not their disabilities.
- Maintaining dignity and self worth by remaining productive.
- Maintaining necessary job skills.
- Alleviating feelings of dependency and lack of control.
- Being able to return earlier to a healthy and productive life.
- Reducing the amount of time for recovery.

### **Co-Workers May Benefit By:**

- Improved productivity because skilled and productive workers are kept on the job.
- Minimized accident costs, including workers' compensation costs as well as non-recoverable expenses such as employee benefits, the hiring and training of replacement workers, and the cost of inexperienced workers.
- Improved accident experience, which may be important for companies bidding on contracts.
- Completion of meaningful alternative duties that may not have otherwise been done due to other priorities.

**The Union May Benefit By:**

- Preservation of jobs, seniority, benefits, and so on for injured/ill workers.
- Promotion of cooperative labor/management relations.
- Increased awareness that the union is there to protect workers' interests and well being.
- Decreased number of grievances and arbitrations.

**The Health Care Professional May Benefit By:**

- Providing focused and coordinated treatment for the injured/ill worker through the Return-to-Work Program.
- Using the cooperative approach, which allows for more efficient use of health care resources, which are directed toward a specific goal - the return to work of an injured/ill worker.

**The Family May Benefit By:**

- Continued income.
- Reduced medical expense.
- Reduced impact on family relations.

**Support Networks such as Consultants, Community, and Friends May Benefit By:**

- Being able to provide more focused assistance and help.