

Return-to-Work

Stakeholders

For Pennsylvania Business and Industry



Return-to-Work is the proactive approach, endorsed by many health care providers, designed to help restore injured workers to their former lifestyle in the safest and most effective manner possible.



Return-to-Work Management

The simultaneous coordination of:

- Health Care Services
- Vocational Rehabilitation
- Claims Development

In the most caring and cost effective manner possible.



- Workplace injuries, illnesses, and accidents are costly to employers, workers, and the compensation partnership
- R-T-W promotes communication and establishes the role of each participant
- R-T-W programs benefit all partners in the compensation system



To Workforce:

- Dealing with replacement workers
- Increased benefit costs
- Loss of potential income



Costs of Absences

To Employer:

- -Recovery of production
- Quality and hiring of replacement
- Lower morale
- Increased training costs
- Overtime
- Non-productive work time
- -Increased premiums
- Other non-recoverable costs



Return-to-Work Outcomes

- Reduce financial burdens on employers, workers, and workers' families
- Reduce workers' length of time off work
- Assists unions in protecting employment rights of members
- Allows health care staff to develop more specialized treatment plans
- Provides opportunity for all parties to participate in the Return-to-Work decision



Employer Benefits By:

- Reducing staff turnover and training costs
- Retaining experienced and knowledgeable workers
- Minimizing non-recoverable expenses
- Improving accident experience
- Decreasing the number of grievances and arbitrations
- Improving morale and employee relations



Worker Benefits by:

- Maintaining the employment relationship
- · Maintaining vacation and sick leave
- Maintaining social contact and support from co-workers
- Reducing the amount of time for recovery
- · Maintaining financial credibility
- Focusing on their abilities, not disabilities
- · Maintaining necessary job skills



Union Benefits by:

- Preserving jobs, seniority, and benefits for injured workers
- Promoting cooperative labor/management relations
- Increasing awareness that the union is there to protect workers' interest and well being
- Decreasing the number of grievances and arbitrations



Health Care Professionals Benefit by:

- Providing focused and coordinated treatment for the injured/ill worker
- Using the cooperative approach, which allows for more efficient use of health care resources directed towards a specific goal . . .

The return to work of an injured/ill worker!



Benefits to All Stakeholders

- Restores employee to workplace as part of his or her recovery program
- R-T-W maximizes treatments
- Injured employee experiences quicker recovery
- Minimizes long-term workers' compensation costs



So Begin Plans for Your Return-to-Work Program Today!

