



Return-to-Work

Management

For Pennsylvania
Business and
Industry



What is Return-to-Work?

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 effective manner possible.



Why Introduce Return-to-Work?

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



Costs of Absences

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 workers
- Lower morale
- Increased training costs
- Overtime
- Non-productive work time
- Increased premiums
- Other non-recoverable costs



Management Responsibilities (prior to incident)

- Keep subordinates informed on the development of your company's Return-to-Work program
- Participate with R-T-W Committee on Job Task Analysis
- Answer questions and make referrals on R-T-W inquiries



Management Responsibilities

Immediately upon the report of an accident or injury.

- Seek medical attention
- If necessary, get injured or ill worker to the hospital
- Remain calm and in control



Management Responsibilities (Continued)

- Notify personnel (and all other necessary departments) of the incident
- Notify workers' compensation carrier
- Conduct accident investigation
- Take necessary actions to prevent recurrence of the incident
- Maintain communication with employee and his or her family



Management 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, 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 employees to workplace as part of his or her recovery program
- R-T-W maximizes treatments
- Injured employees experience quicker recoveries
- Minimizes long-term Workers' Compensation costs



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



The End
