

Return-to-Work

Employee

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.



The simultaneous coordination of:

- Health Care Services
- Vocational Rehabilitation
- Claims Development

In the most caring and effective manner possible.



- Notify Employer / Supervisor at time of injury
- Make arrangements for medical care with a Panel Provider, if necessary
- Communicate with Supervisor on your progress and needs



- Work with Return-to-Work Committee and your treating health care provider on R-T-W plan
- Participate in Alternative Work Assignment
- Maintain a positive outlook
- Return to pre-injury status
- Schedule and attend regular appointments



- 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



- Continuing income
- Reducing medical expenses
- Reducing impact on family relations



- Improving productivity by keeping skilled and productive workers on the iob
- Improving accident experience
- Benefiting from opportunity to have meaningful alternative duties completed that might otherwise not have been completed



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



Benefits to All

- 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



Potential consequences to employees opting not to participate in your company's Return-to-Work Program include:

- Increased medical expenses associated with increased time out of the workplace
- Time away from work
- Inability to keep up with necessary job skills in a competitive market
- Loss of socialization with co-workers





The End