



Focus On Intervention

- 25 Years in Business
- Privately Held
- State of the Art Resources
- Return To Work Experts
- Large and Small Companies
- Bilingual



Early Return to Work Program

An Early Return To Work Program facilitates the return of injured employees to work as soon as they are able to perform meaningful, productive work within their restrictions.



Early Return to Work



- Temporary in nature
- Within medical restrictions
- Keeps employee in working mindset
- Can be part time or reduced hours
- May be in a different department or location

Early Return to Work

The most effective method to control claims costs

- Reduces medical costs
- Reduces indemnity claims costs
- Promotes quicker recovery
- Reduced lost time
- Reduced litigation
- Reduced turnover
- Controls costs



Cost of Injuries

National Safety Council Estimates that injuries cost US Employers – (National)....

\$176.9 Billion Annually
 \$86.6 Billion in lost wages & productivity
 \$43.2 Billion in medical cost
 \$32 Billion in administrative expenses
 \$1300 – the Cost Per Worker
 (Each Worker in the USA Must Produce \$1300 in Goods or Services to Offset National Cost of Injuries)



Typical Cost of a Claim

- (Any Company USA) – Lost 155 days
- 155 days x 8 hour work day = 1240 hours
- Median Hourly wage =
(\$15.95 x Hours = Lost Productivity)
- Lost Productivity: 1240 x \$15.95 = \$19,778
- The Salary of 1 full time employee for (X) year(s)
- Now add: Replacement Cost, Unemployment Insurance, delays in meeting deadlines.....



Early Return to Work

When is it Appropriate ?

- PTP has identified work restrictions
- Worker is TTD
- Seasonal employee during season
- When full time, part time or temporary work is available

Early Return to Work

What if a worker has been terminated for cause or voluntarily quits?



Before Starting your program

Resolve Roadblocks



- “All of our employees must be 100% before returning to work”
- “No, I do not want this employee back, I believe he is faking”
- “This will not be fair to my other employees”
- “I am afraid this employee will get re-injured”



Getting started

- Identify Point of Contact/Overseer of Program
- Written guidelines that clearly articulate the company’s RTW policy and philosophy
- Clear roles and responsibilities
- Supervisor and Manager training and awareness
- Open communication

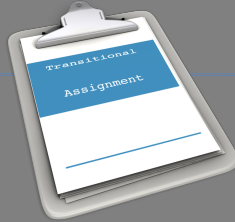


Brainstorm Possibilities

- Identify light duty tasks in each department
- Part-time work
- Modify the original job
- Job Rotation
- Lower wage
- Different department
- “Job Jar”



Develop Transitional Assignments



FOI Transitional Form

Transitional Assignment Offer

What about when an employer does not have in-house opportunities for their injured employees



FOI FOCUSLINKS OFF SITE TRANSITIONAL PLACEMENT FOR INJURED WORKERS



When is it Appropriate?
Worker has work restrictions



Employer is unable to provide in-house transitional opportunity

Benefits to Employer

- With offer of Non-Profit placement, employees' TD is stopped or adjusted
- Encourages early and ultimate return to work
- Stops malingering
- Promotes quicker recovery
- Controls costs



Benefits to Employee

- Enables worker to engage in meaningful and productive work activity when they are released to modified or light duty
- Focuses on ability opposed to limitations
- Reinforces daily work habit
- Minimizes negative financial impacts
- Demonstrates to the employee that they can work and are working towards a return to regular duties.
- Provides social interaction



Regular Duty Job Description

Why are they so important?

- Provide physician with detailed information to determine RTW feasibility
- Observe employee in each position to create a task-by-task outline of the job.
- Assist employers in properly placing an injured worker into job tasks fitting restrictions
- Include physical demands, environmental factors, skills and/or aptitudes



Regular Duty Job Description

TTD

Treating Physician

- Submit potential transitional assignment to M.D. for approval as needed
- Submission and follow-up of Activity of Daily Living
- Clarify unclear medical status reports.
- Review medical reports and assist employer with appropriate job assignments.
- Follow up in regards to permanent modified status



Thank you



Questions?

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