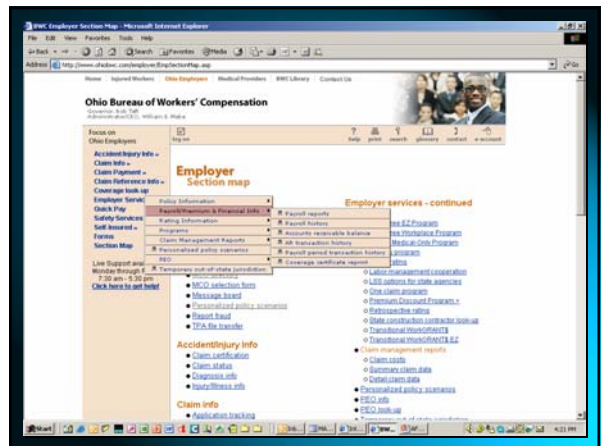
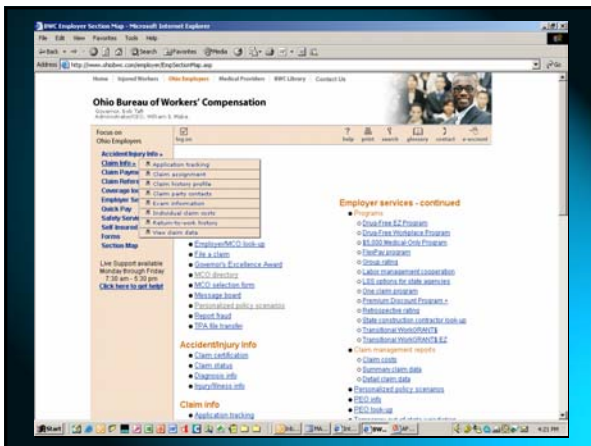
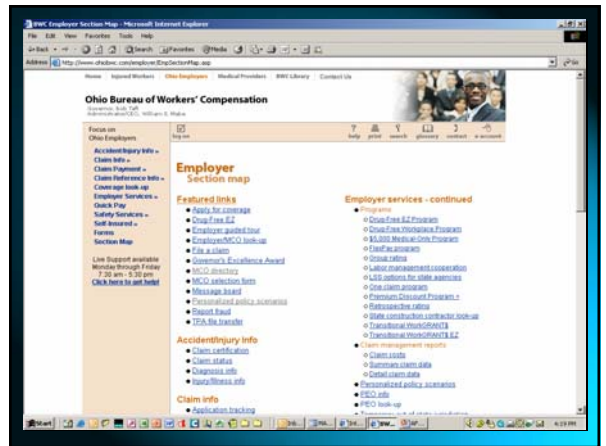
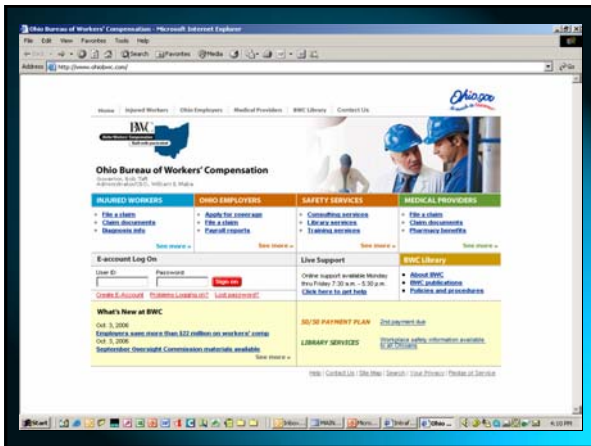


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Transitional Work Returning to work with restrictions Does it really work?

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Transitional Work Tina Elliott Dir. of Customer Relations Transitional WorkGRANTS Programs



Work-task progression

- Transitional work job demands may be gradually increased as restrictions change or decrease. Job tasks are created that workers can perform for a short time.
- **Job modifications:** Use tools and equipment to change the physical demands of the job.

Work-task progression

- **Work-task modifications:** Following an injury, modify work assignments within physical capabilities for a limited time or permanently.
- **Accommodations:** Allow the worker to temporary return to work at another position that is within the worker's capabilities.
- Gradual return to work by modifying the work schedule

Who coordinates a transitional work program?

Employer Transitional Work Coordinator

- Ensure all the employees are educated
- Employees complete the report of injury
- Channels injured workers to appropriate medical care
- Initiates the Stay at Work process with appropriate parties and maintains communication
- Monitors the process

Physicians

- Approves the worker for a transitional work program
- Indicates if the worker can expect to return to his/her job within time frames
- Identifies work restrictions

Therapist involvement

- Transitional work programs may include on-site therapy services.
- A therapist may be needed to work with the worker and employer to progress the worker from restricted or modified duty to full duty.

Health-care workers

- Rehab case manager or safety manager coordinates communication between injured worker, union, physician, therapist and employer

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Impact of transitional work

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Direct Costs

- Medical cost
- Compensation cost
- Reserves
- Reduces claims, especially lost time claims
- Reduces severity-days away from work
- Reduces claims filing lag time-time an injury is reported to BWC

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Indirect costs

- Hiring replacements
- Training replacements
- Overtime (lost work)
- Legal expenses
- Production delays
- Product/machinery damage
- Loss of business

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Benefits for injured worker

- Participates in work activity sooner
- Receives full, regular paycheck
- Maintains active, union membership and benefits

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Other worker benefits

- Prevents job displacement
- Reinforces management's commitment to workforce
- Reduces fear of re-injury
- Eases transition to regular duty

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Transitional work program components

- Employer/employee relations-safety committee
- Written policies and procedures, forms, agreements and letters
- Job analysis
- Preferred community health care providers
- Provide training

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Worker/Employer relations

- Buy-in and participation at all levels
- Assess union/non-union relationship
- Develop and incorporate a safety committee

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Policies and procedures

- Eligibility requirements
- Time limits
- Re-entry criteria
- Exit criteria
- Payment for worker participants
- Customize to fit each workplace
- Identify participants' roles and responsibilities

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Job analysis

- Must accurately describe job using worker input, observations and measurements
- Must be functional
- Use when advancing worker back to full duty

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Preferred Community Health Care Providers

- Establish a relationship with area
 - Emergency room and urgent care centers
 - Physicians
 - Specialists
 - Therapy clinics

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Training

- Training should be given to all employees and new hires
- Re-fresher training
- Benefit

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Alternative Work Options

- Business that can not accommodate an injured worker or modify the worker's job tasks
- Creation of approved temporary alternative work sites and transitional work tasks options

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5 transitional work strategies

- Report claims ASAP
- Stay in contact with employees
- Think “tasks” not “job”
- Stay within restrictions
- Incentivize transitional work

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Salary Continuation

- Employer must pay the employee their regular full wage.
- Employer is require to submit all wage information to BWC
- Must be paid from the date of injury
- Suppress the reserves
- Salary continuation followed by living maintenance suppresses the reserve.

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Division of Safety And Hygiene

- Consulting Services
 - Consultants specializing in industrial hygiene and ergonomics, will provide on-site services for your organization.
 - Services can be requested online and employer management services will contact you within 2 business days.

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Division of Safety And Hygiene

- Technical experts and online tools and resources.
- Training centers
- Ohio Safety Congress and Expo
- Safety Councils
- Video library

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Labor Management Cooperative Program

- BWC has partnered with the Ohio Labor-Management Cooperation Program (OLMCP) to help companies and unions work together to over come barriers when implementing workers' comp programs.

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Labor Management Cooperative Program

- The costs for you are simply your time and commitment. BWC will pay for OLMCP's services when you use the program to implement BWC's DFWP or a transitional work program.

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