

Risk Management Division  
Worker's Compensation Program  
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**WHY A RETURN TO WORK PROGRAM?**

Experience shows that injured workers recover faster when they return to work. The longer an injured worker remains away from work, the more difficult it is to return to gainful employment. Returning to regular work usually occurs more quickly when transitional or modified duty is offered to the injured employee.

Employers can cut costs by decreasing the amount of time that an injured worker remains out of work. Companies that have implemented Early Return-to-Work programs have seen savings of up to 20 to 40% or more in worker's compensation costs.

Through safety measures and the development of an Early Return-to-Work program, employers may lower their experience rating, thereby reducing premium costs. When injured workers return to work, they are less likely to retain unnecessary legal council, thereby lowering claims costs.

*Everyone wins when people return to work. Injured workers are able to return to their livelihood; employers save money on hiring, retraining and worker's compensation costs.*

**WHAT ARE THE BENEFITS OF A RETURN-TO-WORK PROGRAM FOR EMPLOYERS?**

- LOWER CLAIMS COSTS WILL REDUCE YEARLY INSURANCE PREMIUM
- The impact of financial uncertainty on the employee and their family is reduced
- Recovery is more complete
- A sense of attachment with co-workers is maintained
- An experienced employee returns to work in a safe and timely manner
- The costs of training replacement workers are reduced
- The employer and employee relationship continues
- RTW demonstrates to all workers that they are valued employees
- The length of time the employee is away from the work site is reduced

**IDEAS TO IDENTIFY TRANSITIONAL DUTY OPPORTUNITIES**

Creativity in developing modified assignments enables the employee to be productive while meeting medical guidelines.

When attempting to find a position for a light duty worker consider the following:

- Part-time employment
- Temporary jobs
- Alternative tasks
- Job sharing
- Jobs in other departments/divisions
- Transitioning through different jobs
- Job modifications

Return-to-work tasks are temporary, meaningful and productive, are designed to help return an injured worker to regular full-time duties in a safe and productive manner, allow the injured worker to return to the job site for partial days and can allow gradual working up to full-time hours, can combine with offsite treatment and transitional or regular duties.