

Return to Work Program?

While accident prevention is the best way to reduce overall injury costs, an effective **Return to Work Program** is the best way to manage cost and improve recovery after an injury has occurred.

Injured workers' communication needs are **highest**:

- 1 at the time of injury
- 2 immediately after the injury
- 3 when preparing to return to work



Return to Work Timeline



There is a

50%

chance that an injured employee will return to work after a six month absence

Following a one-year absence, it drops to

25%

With only a

1%

chance after a two-year absence

The window of opportunity for optimal intervention may be as short as

6 weeks

Employer Costs May Include



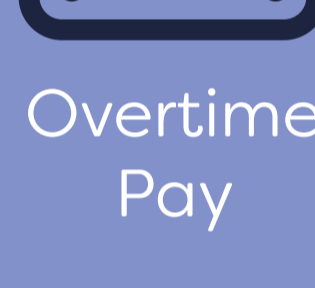
Lost Productivity



New Employee Training
(If Injured Employee is Replaced)



Increased Premiums



Overtime Pay



Overall, the longer an employee is absent from the workplace, the **higher** the costs will be to the employer

Ways to Significantly Reduce Work Disability Duration and Costs

- 1 early contact with the worker by the workplace



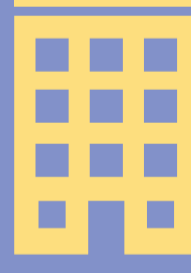
- 2 create a work accommodation offer



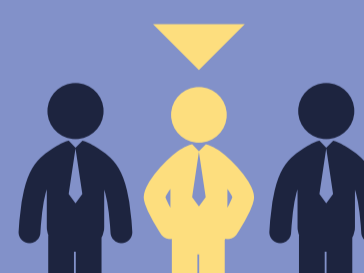
- 3 contact between health care providers and the workplace



- 4 ergonomic work site visits



- 5 involvement of an individual with responsibility for return to work coordination



Benefits of Developing a Return to Work Program

- ✓ The New York State Insurance Fund estimates that employers who have Return to Work Programs **save 20-40% or more** in workers' comp costs
- ✓ Early outreach and assistance allows the employee to maintain a **positive connection** to the workplace
- ✓ Enables employees to have **access to a process for resolving any difficulties** that may be encountered during the period of transition back to work
- ✓ Individualized plans can begin to be developed for injured employees **immediately after** each accident occurs
- ✓ Improves **communication** and clarifies the roles/responsibilities of individuals involved in helping the injured worker to return to and stay at work

