



Offering modified duty sends a clear message to other employees that claiming a work-related injury is not a means of getting paid vacation time. Instead, it reinforces the idea that time off work is the exception rather than the rule when it comes to work-related injuries.

Benefits of a Return-to-Work Program for Employers

- Lowers your Workers' Compensation cost
- Reduces staff turnover rate
- Increases morale

Benefits of a Return-to-Work Program for Employees

- Relieves stress and uncertainty
- Creates a sense of normalcy

EASY STEPS IN DEVELOPING A RETURN-TO-WORK PROGRAM

1. Create a list of job duties injured employees may be able to do or modify to fit limitations.
2. Explain the program to employees.
3. Train middle management on the Return-to-Work Program.
4. Create a relationship with a treatment facility.
5. Offer the Position in Writing and send a copy to Claim Adjuster.
6. Have regular updates with Claim Adjuster to make sure restrictions have not changed.