Vocational Rehabilitation Provider Fee Schedule Preamble

BWC creates local billing codes for the delivery of vocational rehabilitation services. Definitions for these codes are specific to Ohio BWC and contain a brief description of the service and are listed below. Unless otherwise indicated in the service definition, all service codes are paid per the identified fee for that code. Vocational rehabilitation case management interns will receive 85% of the fee for all fees other than mileage.

By Report

These are service codes that have no established fees for the identified service, and are approved for inclusion in a plan by the MCO. The vocational rehabilitation provider must submit a detailed report of the service to the MCO, which shall determine the appropriate rate of reimbursement and follow standard bill reimbursement protocols for payment of vocational rehabilitation services.

Service Code Limits

Services listed as "maximum" will be capped at the fee or units of service listed. When service caps or units of service are listed as "up to", the cap may be exceeded with prior authorization upon presentation of appropriate justification.

Rounding

For all services with a fifteen minute unit of service, providers shall round time spent providing the service to the nearest whole unit when billing.

Case Complexity Modifiers

Modifiers related to vocational rehabilitation case complexity may be utilized to adjust base rates for comprehensive vocational rehabilitation plans with dates of referral on or after December 1, 2014, according to the level of complexity of that referral. The level of complexity shall be determined by the BWC prior to plan implementation, based upon complexity factors identified by the vocational rehabilitation case manager and MCO.

Case Complexity Modifiers may only be utilized for the following employment services:

- W3257 Employment Services - Job Seeking Skills Training
- W3258 Employment Services- Job Club
- W3259 Employment Services - Job Development
- W3260 Employment Services - Job Placement,
- W3261 Employment Services Outcome Payment

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- W3200-W3240 Plan Implementation - Vocational Rehabilitation Case Management codes
- W3241-W3243 Plan Implementation Outcome Payments.

For purposes of this fee schedule, BWC recognizes three levels of vocational rehabilitation case complexity. Complexity Level 1 does not require a modifier and is reimbursed at 100% of the unit of service fee. Modifiers for Complexity Levels 2 and 3 and their corresponding levels of reimbursement are as follows:

- W2 – Complexity Level 2 – 103% of unit of service fee
- W3 – Complexity Level 3 – 104.2% of unit of service fee

Outcome Payment

Outcome payments are payments made in comprehensive vocational rehabilitation plans with begin dates on or after December 1, 2014 in which a successful return to work is achieved. The following providers are eligible for outcome payments:

- a vocational rehabilitation case manager who has provided plan implementation services authorized in an approved comprehensive vocational rehabilitation plan, or
- a provider of employment services in an approved comprehensive vocational rehabilitation plan.

Outcome payments will only be made to the vocational rehabilitation case manager assigned to the plan at the time of plan closure (vocational rehabilitation plan implementation outcome payment) and/or employment services provider designated to receive the outcome payment (employment services outcome payment). If more than one servicing provider participates in the plan, the provider receiving the applicable outcome payment (either vocational rehabilitation plan implementation or employment services) is responsible to reimburse the other servicing providers for any portion of the outcome payment.

Successful Return to Work (RTW) Outcome

For purposes of this fee schedule, a successful return to work is one in which the worker has returned to work in an appropriate job or to a job in the targeted job family of the comprehensive vocational rehabilitation plan, has remained on the job for at least thirty (30) days, does not need additional services to maintain the job, and the vocational rehabilitation plan is closed. This may also be applied to a return to work that occurs within sixty (60) days of a comprehensive plan closed as completed without a return to work, provided that the worker maintains employment for thirty (30) days. Maintenance of employment for less than thirty (30) days may be considered a successful return to work for purposes of this fee schedule if the MCO and BWC agree that the failure to maintain employment for thirty (30) days is due to extraordinary circumstances.

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Additionally, for an employment services outcome payment, the return to work must be within ninety (90) days of the last date of an employment service. An employment services outcome payment may also be paid at ninety (90) days of employment when a return to work incentive agreement (i.e., on-the-job-training, gradual return to work, employer incentive contract, job modification) has been implemented and the employment situation is expected to continue.

An appropriate job is one that is within the injured worker's physical capabilities and which may be performed by the injured worker subject to the injured worker's physical, psychiatric, mental and vocational limitations. An appropriate job is one for which the injured worker receives a rate of pay as close to the average weekly wage received by the worker in his or her former position of employment as possible, given the skills, abilities, capacities and availability of work in the injured worker's area.

<u>Service Definitions follow Vocational Rehabilitation Fee Schedule</u>

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VOCATIONAL REHABILITATION PROVIDER FEE SCHEDULE			
CODE	**DESCRIPTION**	**UNIT OF SERVICE (UOS)**	**FEE**
W0513	Ergonomic Implementation	15 min	$47.40/UOS up to 16 UOS
W0523	Career Counseling - In Person	6 min	$12.47/UOS up to 100 UOS
W0524	Career Counseling - Research and Reporting	6 min	$5.20/UOS maximum of 40 UOS
W0610	Comprehensive Vocational Evaluation	6 min	$7.38/UOS maximum of 120 UOS
W0620	Work Adjustment - Employer Based	15 min	$3.95 / UOS maximum 140 UOS/week up to 4 weeks
W0631	Vocational Screening	6 min	$7.38/UOS maximum of 40 UOS
W0635	Situational Work Assessment	15 min	$9.88/UOS maximum of 160 UOS
W0637	Transitional Work Services	15 min	$47.40/UOS maximum of 192 UOS
W0641	Job Club *	6 min	$3.42/UOS up to 200 UOS in 20 weeks
W0644	Ergonomic Study	15 min	$47.40/UOS up to 28 UOS
W0645	Job Analysis	15 min	$47.40/UOS up to 16 UOS
W0647	Automobile Repairs	by report	by report
W0648	Physical Reconditioning - Unsupervised	by report	by report
W0650	Job Seeking Skills Training *	6 min	$5.27/UOS up to 200 UOS
W0659	Job Development *	6 min	$7.38/UOS up to 400 UOS in 20 weeks
W0660	Job Placement *	6 min	$7.38/UOS up to 400 UOS in 20 weeks
W0662	Work Adjustment - Facility Based	15 min	$3.95/UOS maximum of 140 UOS per week for 12 weeks
W0663	Job Modifications	by report	by report
W0665	Tools/Equipment	by report	by report

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VOCATIONAL REHABILITATION PROVIDER FEE SCHEDULE			
CODE	**DESCRIPTION**	**UNIT OF SERVICE (UOS)**	**FEE**
W0672	Job Coach	15 min	$13.16/UOS maximum of 160 UOS
W0674	Child/Dependent Care	by report	Follow ODJFS guidelines – see definition
W0690	Training - Books, Supplies and Testing	by report	by report
W0691	Remedial Training	by report	by report
W0692	Short Term Training - Up to 1 year	by report	by report
W0694	Long Term Training - Over 1 year, up to 2 years	by report	by report
W0702	Occupational Rehabilitation - Comprehensive, Initial 2 Hour Session	15 min	$17.90/UOS up to 8 UOS per day and 320 UOS in 8 weeks
W0703	Occupational Rehabilitation - Comprehensive, Each Additional Hour	15 min	$14.29/UOS up to 960 UOS in 8 weeks
W0710	Work Conditioning	15 min	$10.52/UOS up to 640 UOS in 8 weeks
W3000	Vocational Rehabilitation Case Manager Phone Call/Email to Injured Worker or Injured Worker's Representative **	6 min	$7.90
W3001	Vocational Rehabilitation Case Manager Phone Call/E-Mail to Physician or Representative **	6 min	$7.90
W3002	Vocational Rehabilitation Case Manager Phone Call/E-Mail to Employer or Representative **	6 min	$7.90
W3003	Vocational Rehabilitation Case Manager Phone Call/E-Mail to BWC **	6 min	$7.90
W3004	Vocational Rehabilitation Case Manager Phone Call/E-Mail to MCO **	6 min	$7.90
W3005	Vocational Rehabilitation Case Manager Phone Call/E-Mail to Service Provider **	6 min	$7.90
W3006	Vocational Rehabilitation Case Manager Phone Call/E-Mail to Other **	6 min	$7.90
W3010	Vocational Rehabilitation Case Manager Face to Face Meeting with Injured Worker or Representative **	6 min	$7.90
W3011	Vocational Rehabilitation Case Manager Face to Face Meeting with Physician or Representative **	6 min	$7.90

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VOCATIONAL REHABILITATION PROVIDER FEE SCHEDULE			
CODE	**DESCRIPTION**	**UNIT OF SERVICE (UOS)**	**FEE**
W3012	Vocational Rehabilitation Case Manager Face to Face Meeting with Employer or Representative **	6 min	$7.90
W3013	Vocational Rehabilitation Case Manager Face to Face Meeting with BWC **	6 min	$7.90
W3014	Vocational Rehabilitation Case Manager Face to Face Meeting with MCO **	6 min	$7.90
W3015	Vocational Rehabilitation Case Manager Face to Face Meeting with Service Provider **	6 min	$7.90
W3016	Vocational Rehabilitation Case Manager Face to Face Meeting with Other **	6 min	$7.90
W3020	Documentation Review by Vocational Rehabilitation Case Manager **	6 min	$7.90
W3025	Initial Assessment Report Writing Vocational Rehabilitation Case Manager **	6 min	$7.90
W3030	Plan Writing by Vocational Rehabilitation Case Manager **	6 min	$7.90
W3035	Report Writing by Vocational Rehabilitation Case Manager **	6 min	$7.90
W3036	Letter Writing by Vocational Rehabilitation Case Manager **	6 min	$7.90
W3039	Labor Market Survey by Vocational Rehabilitation Case Manager **	6 min	$7.90
W3040	Transferable Skills Analysis by Vocational Rehabilitation Case Manager **	6 min	$7.90
W3045	Vocational Rehabilitation Case Manager Travel Time	6 min	$3.89/UOS up to 10 UOS one way
W3046	Vocational Rehabilitation Case Manager Wait Time	6 min	$3.89/UOS maximum of 5 UOS per occurrence
W3047	Vocational Rehabilitation Case Manager Mileage	1 mile	$0.52/UOS up to 65 miles one way
W3050	Other Provider Travel Time	6 min	$3.89/UO up to 10 UOS one way
W3051	Other Provider Wait Time	6 min	$3.89/UOS maximum of 5 UOS per occurrence
W3052	Other Provider Mileage	1 mile	$0.52/UOS up to 65 miles one way
W3200	Plan Implementation - Vocational Rehabilitation Case Manager Phone Call/Email to Injured Worker or Injured Worker's Representative ***	6 min	$7.11

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VOCATIONAL REHABILITATION PROVIDER FEE SCHEDULE			
CODE	**DESCRIPTION**	**UNIT OF SERVICE (UOS)**	**FEE**
W3201	Plan Implementation - Vocational Rehabilitation Case Manager Phone Call/E-Mail to Physician or Representative ***	6 min	$7.11
W3202	Plan Implementation - Vocational Rehabilitation Case Manager Phone Call/E-Mail to Employer or Representative ***	6 min	$7.11
W3203	Plan Implementation - Vocational Rehabilitation Case Manager Phone Call/E-Mail to BWC ***	6 min	$7.11
W3204	Plan Implementation - Vocational Rehabilitation Case Manager Phone Call/E-Mail to MCO ***	6 min	$7.11
W3205	Plan Implementation - Vocational Rehabilitation Case Manager Phone Call/E-Mail to Service Provider ***	6 min	$7.11
W3206	Plan Implementation - Vocational Rehabilitation Case Manager Phone Call/E-Mail to Other ***	6 min	$7.11
W3210	Plan Implementation - Vocational Rehabilitation Case Manager Face to Face Meeting with Injured Worker or Representative ***	6 min	$7.11
W3211	Plan Implementation - Vocational Rehabilitation Case Manager Face to Face Meeting with Physician or Representative ***	6 min	$7.11
W3212	Plan Implementation - Vocational Rehabilitation Case Manager Face to Face Meeting with Employer or Representative ***	6 min	$7.11
W3213	Plan Implementation - Vocational Rehabilitation Case Manager Face to Face Meeting with BWC ***	6 min	$7.11
W3214	Plan Implementation - Vocational Rehabilitation Case Manager Face to Face Meeting with MCO ***	6 min	$7.11
W3215	Plan Implementation - Vocational Rehabilitation Case Manager Face to Face Meeting with Service Provider ***	6 min	$7.11
W3216	Plan Implementation - Vocational Rehabilitation Case Manager Face to Face Meeting with Other ***	6 min	$7.11
W3220	Plan Implementation - Documentation Review by Vocational Rehabilitation Case Manager ***	6 min	$7.11
W3230	Plan Implementation - Authorization or Amendment Writing by Vocational Rehabilitation Case Manager ***	6 min	$7.11
W3235	Plan Implementation - Report Writing by Vocational Rehabilitation Case Manager ***	6 min	$7.11

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VOCATIONAL REHABILITATION PROVIDER FEE SCHEDULE			
CODE	**DESCRIPTION**	**UNIT OF SERVICE (UOS)**	**FEE**
W3236	Plan Implementation - Letter Writing by Vocational Rehabilitation Case Manager ***	6 min	$7.11
W3239	Plan Implementation - Labor Market Survey by Vocational Rehabilitation Case Manager ***	6 min	$7.11
W3240	Plan Implementation - Transferable Skills Analysis by Vocational Rehabilitation Case Manager ***	6 min	$7.11
W3241	Plan Implementation Outcome Payment – Level 1	Successful RTW Per day	$2.43
W3242	Plan Implementation Outcome Payment – Level 2	Successful RTW Per day	$1.94
W3243	Plan Implementation Outcome Payment – Level 3	Successful RTW Per day	$.49
W3257	Employment Services – Job Seeking Skills Training ***	6 min	$4.76/UOS up to 200 units
W3258	Employment Services – Job Club ***	6 min	$3.08/UOS up to 200 UOS
W3259	Employment Services – Job Development ***	6 min	$6.64/UOS up to 400 UOS in 20 weeks
W3260	Employment Services – Job Placement ***	6 min	$6.64/UOS up to 400 UOS in 20 weeks
W3261	Employment Services Outcome Payment	Successful RTW	$486.46
Z3000	RAW Service - Vocational Rehabilitation Case Manager Phone Call/EMAIL to Injured Worker or Representative	6 min	$7.90
Z3001	RAW Service - Vocational Rehabilitation Case Manager Phone Call/E-Mail to Physician or Representative	6 min	$7.90
Z3002	RAW Service - Vocational Rehabilitation Case Manager Phone Call/E-Mail to Employer or Representative	6 min	$7.90
Z3003	RAW Service - Vocational Rehabilitation Case Manager Phone Call/E-Mail to BWC	6 min	$7.90

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VOCATIONAL REHABILITATION PROVIDER FEE SCHEDULE			
CODE	**DESCRIPTION**	**UNIT OF SERVICE (UOS)**	**FEE**
Z3004	RAW Service - Vocational Rehabilitation Case Manager Phone Call/E-Mail to MCO	6 min	$7.90
Z3005	RAW Service - Vocational Rehabilitation Case Manager Phone Call/E-Mail to Service Provider	6 min	$7.90
Z3006	RAW Service - Vocational Rehabilitation Case Manager Phone Call/E-Mail to Other	6 min	$7.90
Z3010	RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with IW or Representative	6 min	$7.90
Z3011	RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with Physician or Representative	6 min	$7.90
Z3012	RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with Employer or Representative	6 min	$7.90
Z3013	RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with BWC	6 min	$7.90
Z3014	RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with MCO	6 min	$7.90
Z3015	RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with Service Provider	6 min	$7.90
Z3016	RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with Other	6 min	$7.90
Z3020	RAW Service - Documentation Review by Vocational Rehabilitation Case Manager	6 min	$7.90
Z3025	RAW Service - Initial Assessment Report Writing by Vocational Rehabilitation Case Manager	6 min	$7.90
Z3035	RAW Service - Report Writing by Vocational Rehabilitation Case Manager	6 min	$7.90
Z3036	RAW Service - Letter Writing by Vocational Rehabilitation Case Manager	6 min	$7.90
Z3040	RAW Service - Transferable Skills Analysis report writing by Vocational Rehabilitation Case Manager	6 min	$7.90
Z3045	RAW Service - Vocational Rehabilitation Case Manager Travel Time	6 min	$3.89/UOS up to 10 UOS one way

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VOCATIONAL REHABILITATION PROVIDER FEE SCHEDULE			
CODE	**DESCRIPTION**	**UNIT OF SERVICE (UOS)**	**FEE**
Z3046	RAW Service - Vocational Rehabilitation Case Manager Wait Time	6 min	$3.89/UOS maximum of 5 UOS per occurrence
Z3047	RAW Service - Vocational Rehabilitation Case Manager Mileage	1 mile	$0.52/UOS up to 65 miles one way
Z3050	RAW Service - Other Provider Travel Time	6 min	$3.89/UOS up to 10 UOS one way
Z3051	RAW Service - Other Provider Wait Time	6 min	$3.89/UOS maximum of 5 UOS per occurrence
Z3052	RAW Service - Other Provider Mileage	1 mile	$0.52/UOS up to 65 miles one way

Service Definitions

W0513 Ergonomic Implementation
Ergonomic Implementation allows for additional follow up with the injured worker when a job modification is recommended. The purpose is to ensure that the modification is appropriate and that the injured worker is trained to use the modification correctly.

W0523 Career Counseling – In Person
This is a counseling service that assists an injured worker in managing the personal and emotional issues that interfere with vocational rehabilitation progress and present barriers to return to work. This service specifically assists the injured worker who requires a substantial change in vocation due to the work related injury to identify and adjust to a new job goal that is realistic in terms of their current physical and mental status, and the availability of jobs in the injured worker's chosen area of residence. The counselor may utilize a variety of assessments and techniques to help the injured worker explore areas of vocational interest. Once the occupational field is narrowed, the counselor helps the injured worker to identify the skills, training, availability and earnings potential for the identified job. Career Counseling – In Person is used when the counselor is face-to face and one-on one with the injured worker. Only professionals who are experienced with career counseling who have a working knowledge of the labor market, and who are licensed as one of the following provider types may provide Career Counseling – In Person services: Licensed Social Worker, Licensed Independent Social Worker, Licensed Professional Counselor, Licensed Professional Clinical Counselor, Psychologist, Doctor of Medicine or Doctor of Osteopathy. Providers of this service may be reimbursed for travel, and mileage according to the codes for Other Provider Travel and Mileage. For this service, Licensed Social Workers and Licensed Professional Counselors will receive 75% of the established fee, while Licensed Independent Social Workers and Licensed Professional Clinical Counselors will receive 85% of the established fee.

W0524 Career Counseling – Research & Reporting
This service provides a limited amount of time for a career counselor to complete research of specific occupational requirements and/or report writing when the injured worker receiving career counseling is not present. The service may only be provided in conjunction with Career Counseling - In Person as part

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of an approved vocational rehabilitation plan, and must be performed by the same person who is providing the Career Counseling -- In Person services in the plan.

W0610 Comprehensive Vocational Evaluation
This is a process during which a certified vocational evaluator gathers vocational information about an injured worker, usually through the use of real or simulated work, to assist in determining vocational direction. The vocational evaluator uses extensive client interview and vocational exploration as well as psychometric testing, which may include aptitude, dexterity, academic, and vocational interest testing. The overall result is a report that provides recommendations about the injured worker's options for returning to work, within a vocational rehabilitation program. The report is based on integrating the injured worker's residual transferable vocational skills with their current physical capacities, and realistic return to work options which exist in the current labor market.

W0620 Work Adjustment – Employer Based
Employer Based Work Adjustment is a specialized structured program that uses an employer's work site to improve an individual's work abilities, skills and behaviors. The injured worker is placed in real work situations, their overall performance is assessed and specific measurable goals are developed to improve their performance to facilitate successful return to work. Work Adjustment services focus on both the specific job skills and the soft skills associated with employment, such as stamina, grooming and hygiene, attendance, punctuality, social skills, team work, problem solving, customer service, and productivity. If the sole focus of the program is skill enhancement, it is not a work adjustment program.

W0631 Vocational Screening
The vocational evaluator uses simple paper and pencil tests and transferable skills analysis to make recommendations about the vocational goal of the injured worker. The evaluator relies primarily on the vocational interview, physician reports of the injured worker's physical capacities, and the injured worker's self-reports of interests and job history.

W0635 Situational Work Assessment
A simulated tryout of the job (or job family) which evaluates an injured worker's ability to perform the specific job tasks through vocational skills assessments.

W0637 Transitional Work
Transitional work services are provided at the work site by an occupational or physical therapist. The services primarily focus on using the injured worker's functional work tasks to progress the worker to a target job. Progressive conditioning, therapeutic exercises, training in safe work practices such as proper body mechanics and other work site services may be used as part of the therapeutic program developed for that injured worker. Transitional Work services are separate and distinct from on-site Occupational or Physical Therapy services provided to injured workers at the work site.

W0641 Job Club
Job clubs are highly structured group meetings composed of job seekers and a facilitator. Participants cultivate skills through actively conducting their job search with training and guidance from the job club facilitator. This program aids a group of injured workers in obtaining job leads and supports their job search performance. Effective October 1, 2015, providers must be BWC certified as an Employment Specialist pursuant to OAC 4123-6-02.2 (C) (17) to be reimbursed for this service.

* This code may only be utilized in service delivery in which the injured worker resides more than 50 miles outside of the state of Ohio, or in vocational rehabilitation plans with a date of referral prior to December 1, 2014.

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W0644 Ergonomic Study
An ergonomic study is an analysis of how the worker responds when performing the job in relation to the work environment. It examines the "fit" between the worker and the job requirements. An ergonomic study takes into account the worker's size, strength and ability to handle the tasks, tools and work environment. It is generally used to evaluate the risks of the job and to recommend job modifications. Services are provided on an individual basis as determined by need.

W0645 Job Analysis
A job analysis is a process for examining a job and collecting measurements while the job is being performed. It explains what the worker does, how the worker performs the work and what the outcomes of the work are. It identifies the essential functions of the job and describes the physical demands of the required tasks, working conditions, and the knowledge, skill and experience required to safely perform the job. A job analysis includes information about the tools and equipment used in performing the job.

W0647 Automobile Repairs
This service provides payment for necessary repairs to an injured worker's vehicle incurred during participation in vocational rehabilitation and made for the sole purpose of allowing participation in a rehabilitation program. Total cost of the repairs cannot exceed the trade in value of the vehicle as reported in nationally recognized data, i.e. "Kelley Bluebook value" at www.kbb.com. Estimates on repairs must also include a statement from the mechanic regarding the overall condition of the car.

W0648 Physical Reconditioning Unsupervised
This service provides short term membership at a health club, YMCA/YWCA, spa, or nautilus facility when requested by a physician of record to allow the injured worker to independently continue or maintain physical reconditioning necessary for return to work. This code may only be used in an approved vocational rehabilitation or Remain at Work (RAW) program. This service is limited to one three month program per referral for vocational rehabilitation services, with a reimbursement maximum of $225.00 for the entire program.

W0650 Job Seeking Skills Training (JSST)
JSST is a specialized individualized or group program focused on job goals; the job application process; and developing the skills necessary to obtain employment, including proficiency in interviewing, effective employer contacts with follow up, internet job search, on-line job applications, resume development, managing electronic documents for job seeking, and using email related to job search. The injured worker should learn how to network, find job leads and use forms for recording job contacts. The injured worker's presentation must be reviewed with tips on how to improve where necessary. The injured worker should learn how to address difficult interview questions, including questions about their disability and workers' compensation. The provider and injured worker must develop a list of prospective employers, and the provider must explain the different ways that successful contacts can be made. These would include face to face, phone, fax, US mail or internet contacts. At the end of JSST, the provider must be able to provide concrete support with documentation addressing the information and content provided during the JSST program, the injured worker's strengths and areas of additional need, and whether the injured worker is ready for job search. Effective October 1, 2015, providers must be BWC certified as an Employment Specialist pursuant to OAC 4123-6-02.2 (C) (17) to be reimbursed for this service.

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* This code may only be utilized in service delivery in which the injured worker resides more than 50 miles outside of the state of Ohio, or in vocational rehabilitation plan with a first date of service prior to December 1, 2014.

W0659 Job Development
Job Development is a vocational service that assists an injured worker in returning to work by uncovering the hidden job market (i.e., unadvertised positions) and/or creating a job that matches the injured worker's vocational skills and restrictions. The Job Development provider must have a working knowledge of an industry or geographic area and its employers to be effective. Job Development requires a marketing and sales frame of reference. Providers of this service must be aware of the needs of both injured workers and potential employers and be knowledgeable of return to work incentive programs for negotiation purposes. Providers use their knowledge and contacts from the local job market to facilitate return to work by contacting potential employers on behalf of the injured worker and arranging interviews for unadvertised or newly created jobs.

When Job Development services are included in a vocational rehabilitation plan, Job Placement services must also be provided. If the Job Placement provider is not the vocational rehabilitation case manager, the Job Development provider must either be the Job Placement provider or the vocational rehabilitation case manager. Providers of this service may be reimbursed for travel, wait time, and mileage according to the codes for Other Provider Travel, Wait Time, and Mileage. Effective October 1, 2015, providers must be BWC certified as an Employment Specialist pursuant to OAC 4123-6-02.2 (C) (17) to be reimbursed for this service.

* This code may only be utilized in service delivery in which the injured worker resides more than 50 miles outside of the state of Ohio, or in vocational rehabilitation plan with a first date of service prior to December 1, 2014.

W0660 Job Placement
Job Placement is a vocational service that assists an injured worker in returning to work by matching the injured worker's vocational skills and restrictions with jobs that may be available or modified for the injured worker. Job Placement providers use their knowledge and contacts from the local labor market to facilitate return to work by providing leads to the injured worker and making contacts with potential employers on behalf of the injured worker for advertised jobs. The Job Placement provider must also set job search procedures and goals, closely follow the injured worker's progress, and correct/redirect the performance of activities through frequent, documented face-to-face meetings with the injured worker.

Both Job Placement and Job Development services should be provided for injured workers who enter the job search phase of a vocational rehabilitation plan. If the Job Development provider is not the vocational rehabilitation case manager, the Job Placement provider must either be the Job Development provider or the vocational rehabilitation case manager. Providers of this service may be reimbursed for travel, wait time, and mileage according to the codes for Other Provider Travel (W3050), Wait Time (W3051) and Mileage (W3052). Effective October 1, 2015, providers must be BWC certified as an Employment Specialist pursuant to OAC 4123-6-02.2 (C) (17) to be reimbursed for this service.

*This code may only be utilized in service delivery in which the injured worker resides more than 50 miles outside of the state of Ohio, or in vocational rehabilitation plan with a first date of service prior to December 1, 2014.

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W0662 Work Adjustment – Facility Based
Facility Based Work Adjustment is a specialized structured program that uses a facility site to improve an individual's work abilities, skills and behaviors. The injured worker is placed in training or work situations within the facility, their overall performance is assessed, and specific measurable goals are developed to improve their performance to facilitate successful return to work. Work Adjustment services focus on both the specific job skills and the soft skills associated with employment; such as, stamina, grooming and hygiene, attendance, punctuality, social skills, team work, problem solving, customer service, and productivity. If the sole focus of the service is skill enhancement, it is not a work adjustment program.

W0663 Job Modifications
A Job Modification is the removal or alteration of physical barriers that may prohibit an injured worker from performing the essential job functions and prevent the worker from returning to work or maintaining current employment. It may change the physical demands of the job, thus allowing the worker to perform their essential job functions without restrictions. Coordination among the employer, injured worker, POR, and other professionals is required to ensure the suitability of the modification. Job modifications require prior approval by BWC. Job modifications over $5,000.00 are subject to review by a qualified BWC safety professional (including, but not limited to, a BWC ergonomist, industrial hygienist, or safety consultant) prior to authorization.

W0665 Tools and Equipment
This service provides tools and/or equipment (i.e. chairs, etc.) necessary for employment to the injured worker once he or she has obtained a job, or has an approved rehabilitation plan that requires specific tools and equipment.

W0672 Job Coach
A job coach is a vocational specialist who provides on-site guidance, training, and assistance to the injured worker, focusing on job performance in the actual work situation. This behaviorally based program concentrates on teaching specific skills to assist in completing the job's required tasks and maintaining appropriate work behaviors. Effective October 1, 2015, providers must be BWC certified as an Employment Specialist as outlined in OAC 4123-6-02.2 (C) (17) to be reimbursed for this service.

W0674 Child / Dependent Care
This service provides reimbursement to an enrolled child care provider for care for a child or dependent of an injured worker with the sole purpose of allowing the injured worker to participate in their vocational rehabilitation program. The maximum hourly and weekly reimbursements rates shall be equal to the ODJFS rates set forth in the appendix to OAC 5101:2-16-41.

W0690 Training – Books, Supplies, & Testing
This service provides reimbursement for books, supplies, and testing necessary for participation in or completion of a training program. Books and supplies are limited to the course-required books, manuals, software, and equipment. This service is not intended to reimburse incidental supplies, such as pens, pencils, notebooks, highlighters, etc., unless the course requirements specifically include those items. Reimbursement for testing may include fees for testing and required certifications or other occupationally required testing, such as background checks, credentialing, and licensing.

W0691 Remedial Training
Remedial training assists injured workers in developing academic skills towards completion of their GED or remediation classes needed for admission to a training program beyond the high school level, such as business or trade school. In some situations, the instruction may be provided through "distance

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education", also called e-learning or on-line learning, in which the student communicates with the instructor via the internet.

Except as otherwise provided below, remedial training must be in the form of organized instruction provided by an academic, business, and/or trade school that meets at least one of the following criteria: designated by the Ohio Board of Regents as a college or university; identified as an Adult Basic Literacy Education (ABLE) provider or as an Ohio Adult Workforce Education (AWE) provider; granted a certificate of authorization from the Ohio Board of Career Colleges and Schools; approved by the appropriate state licensing board, department , or commission for training in a specific field; certified as an eligible training provider by state and local Workforce Investment Boards (WIB) and the Ohio Department of Job and Family Services; chartered or certified by the Ohio Department of Education; or accredited by an accrediting body recognized by the U.S. Department of Education. Remedial training may also be provided by an instructor certified or licensed by the product's developer, manufacturer or distributor; a teacher certified by the State of Ohio; a person employed as an instructor by an accredited college or school; or a provider accredited by CARF International.

Providers who were reimbursed for this service code by BWC for dates of service between September 1, 2009 and August 31, 2012 may continue to receive reimbursement for this service code for dates of service on or after September 1, 2012, even if they do not meet any of the criteria identified above.

W0692 Short Term Training
Short term training includes both training and skill enhancement that assists injured workers in developing new occupational skills and is up to one year in duration.

Except as otherwise provided below, short term training must be in the form of organized instruction provided by an academic, business, or trade school that meets at least one of the following criteria: designated by the Ohio Board of Regents as a college or university; identified as an Adult Basic Literacy Education (ABLE) provider or as an Ohio Adult Workforce Education (AWE) provider; granted a certificate of authorization from the Ohio Board of Career Colleges and Schools; approved by the appropriate state licensing board, department or commission for training in a specific field; certified as an eligible training provider by state and local Workforce Investment Boards (WIB) and the Ohio Department of Jobs and Family Services; chartered or certified by the Ohio Department of Education; or accredited by an accrediting body recognized by the U.S. Department of Education. Short term training may also be provided by an instructor certified or licensed by product's developer, manufacturer, or distributor; a teacher certified by State of Ohio; an apprenticeship provider identified as a Registered Apprenticeship by the U.S. Department of Labor or the Ohio State Apprenticeship Council, or a person who has achieved mastery of a particular field by certification, licensing, or experience; or a person employed as an instructor by an accredited college or school; or a provider accredited by CARF International.

Providers who were reimbursed for this service code by BWC for dates of service between September 1, 2009 and August 31, 2012 may continue to receive reimbursement for this service code for dates of service on or after September 1, 2012, even if they do not meet any of the criteria identified above.

W0694 Long Term Training
Long Term Training includes both training and skill enhancement that assists injured workers in developing new occupational skills and is from one year up to two years duration. Long Term Training services are directed toward a degree, a diploma, certification, license or certificate related to an injured worker's vocational goal.

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Except as otherwise provided below, long term training must be in the form of organized instruction from an accredited academic, business, and/or trade school that meets at least one of the following criteria: designated by the Ohio Board of Regents as a college or university, identified or as an Ohio Adult Workforce Education (AWE) provider; granted a certificate of authorization from the Ohio Board of Career Colleges and Schools; approved by the appropriate state licensing board, department or commission for training in a specific field; certified as an eligible training provider by state and local Workforce Investment Boards (WIB) and the Ohio Department of Job and Family Services; chartered or certified by the Ohio Department of Education; or accredited by an accrediting body recognized by the U.S. Department of Education. Long term training may also be provided by an apprenticeship provider identified as a Registered Apprenticeship by the U.S. Department of Labor or the Ohio State Apprenticeship Council, or a person who has achieved mastery of a particular field by certification, licensing, or experience.

Providers who were reimbursed for this service code by BWC for dates of service between September 1, 2009 and August 31, 2012 may continue to receive reimbursement for this service code for dates of service on or after September 1, 2012, even if they do not meet any of the criteria identified above.

W0702 Occupational Rehabilitation - Comprehensive - Initial 2 Hour Session
Occupational Rehabilitation – Comprehensive is a multi-disciplinary individualized, progressive therapy program with measurable outcomes. It is focused on assisting the injured worker to return to work through progressive physical conditioning and work simulation. In addition to therapy, Occupational Rehabilitation – Comprehensive assesses the injured worker across a combination of disciplines and provides intervention to meet the needs of the injured worker to achieve a goal of returning to work. Recommendations for reasonable accommodations or adaptations to the work environment while minimizing the risk of re-injury are made as part of this service. This code specifically addresses the initial 2 hours of any session of occupational rehabilitation. To be eligible for reimbursement for this code, the provider must have valid CARF accreditation for Occupational Rehabilitation – Comprehensive services.

W0703 Occupational Rehabilitation – Additional Hours
Occupational Rehabilitation--Comprehensive is a multi-disciplinary individualized, progressive therapy program with measurable outcomes. It is focused on assisting the injured worker to return to work through progressive physical conditioning and work simulation. In addition to therapy, Occupational Rehabilitation – Comprehensive assesses the injured worker across a combination of disciplines and provides intervention to meet the needs of the injured worker to achieve a goal of returning to work. Recommendations for reasonable accommodations or adaptations to the work environment while minimizing the risk of re-injury are made as part of this service. This code specifically addresses the hours following the initial 2 hour session of occupational rehabilitation. To be eligible for reimbursement for this code, the provider must have valid CARF accreditation for Occupational Rehabilitation – Comprehensive services.

W0710 Work Conditioning
Work Conditioning programs consist of a progression of treatments using physical conditioning and job simulation/real work tasks to help the injured worker regain optimal function and return to work. The program goals should address improvements in cardiopulmonary, neuromuscular, and musculoskeletal functions, education, and symptom relief. When appropriate, the program addresses reasonable accommodations for the worker and adaptations to the work environment.

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W3000 – W3040 Vocational Rehabilitation Case Management - Return to Work (RTW)
Vocational Rehabilitation Case Managers (VRCM) develop, coordinate and document the results of a variety of restorative services with the goal of assisting the injured worker to remain at work or to return to work.

** These codes may only be utilized in service delivery in which the injured worker resides more than 50 miles outside of the state of Ohio, or in comprehensive vocational rehabilitation plan with a begin date prior to December 1, 2014, or in the assessment and plan development or job retention phases only in vocational rehabilitation plans with dates of referral on or after December 1, 2014.

W3000	Vocational Rehabilitation Case Manager phone call or email to the injured worker or injured worker's representative.
W3001	Vocational Rehabilitation Case Manager phone call or email to a physician or physician's representative.
W3002	Vocational Rehabilitation Case Manager phone call or email to employer or employer's representative.
W3003	Vocational Rehabilitation Case Manager phone call or email to BWC
W3004	Vocational Rehabilitation Case Manager phone call or email to the MCO.
W3005	Vocational Rehabilitation Case Manager phone call or email to a service provider.
W3006	Vocational Rehabilitation Case Manager phone call or email to other.
W3010	Vocational Rehabilitation Case Manager face to face meeting with the injured worker or injured worker's representative.
W3011	Vocational Rehabilitation Case Manager face to face meeting with the physician or physician's representative.
W3012	Vocational Rehabilitation Case Manager face to face meeting with the employer or the employer's representative.
W3013	Vocational Rehabilitation Case Manager face to face meeting with BWC.
W3014	Vocational Rehabilitation Case Manager face to face meeting with the MCO.
W3015	Vocational Rehabilitation Case Manager face to face meeting with a service provider.
W3016	Vocational Rehabilitation Case Manager face to face meeting with other.
W3020	Documentation review by the Vocational Rehabilitation Case Manager.
W3025	Initial assessment report writing by the Vocational Rehabilitation Case Manager.
W3030	Plan writing by the Vocational Rehabilitation Case Manager.
W3035	Report writing by the Vocational Rehabilitation Case Manager.

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W3036 Letter writing by the Vocational Rehabilitation Case Manager

W3039 Labor Market Survey by the Vocational Rehabilitation Case Manager.

W3040 Transferable skills analysis by the Vocational Rehabilitation Case Manager.

W3045 Vocational Rehabilitation Case Manager Travel Time
Vocational Rehabilitation Case Manager Travel Time is the actual time spent traveling to or from necessary vocational rehabilitation appointments by the Vocational Rehabilitation Case Manager (VRCM) to meet with the injured worker, employer, physician of record, or other vocational rehabilitation provider. In most cases, the Vocational Rehabilitation Case Manager may be reimbursed in 6 minute units of service up to 10 units of service one way for a necessary trip. If multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate travel time may be charged.

W3046 Vocational Rehabilitation Case Manager Wait Time
Vocational Rehabilitation Case Manager Wait Time is the actual time spent waiting by the Vocational Rehabilitation Case Manager for injured worker, employer, physician of record, or other vocational rehabilitation provider. Wait time begins at the scheduled appointment time and may be billed for a maximum of 5 units per occurrence (30 minutes), including "no shows".

W3047 Vocational Rehabilitation Case Manager Mileage
Reimbursement for actual miles traveled by the Vocational Rehabilitation Case Manager (VRCM) to meet with the injured worker, the employer, the physician of record, and other vocational rehabilitation providers. Mileage is reimbursed up to 65 miles one way. If multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate mileage may be charged.

W3050 Other Provider Travel Time
Other Provider Travel Time is the actual time spent traveling to or from necessary vocational rehabilitation appointments to meet with the injured worker or employer by a provider of the following services: job coaching, job club, job placement, job development, job seeking skills training, vocational screening, vocational evaluation, ergonomic study, ergonomic implementation, job analysis, transitional work, and career counseling – in person. Provider travel time is reimbursed in 6 minute units of service up to 10 units of service one way.

If multiple appointments related to multiple injured workers occur on the same day within the same area, travel time should be prorated to the various claims. If during job development multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate travel time may be charged.

W3051 Other Provider Wait Time
Other Provider Wait Time is the actual time spent waiting for the injured worker by the job club facilitator, job coach, job placement specialist, job development specialist, job seeking skills specialist, vocational screening provider or the vocational evaluator. Wait time begins at the scheduled appointment time and may be billed for a maximum of 5 units per occurrence (30 minutes), including "no shows".

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W3052 Other Provider Mileage
Reimbursement for actual miles traveled to attend necessary meetings with the injured worker or employer by a provider of the following services: job coaching, job club, job placement, job development, job seeking skills training, vocational screening, vocational evaluation, ergonomic study, ergonomic implementation, job analysis, transitional work, and career counseling – in person. Mileage is reimbursed up to 65 miles one way.

If multiple appointments related to multiple injured workers occur on the same day within the same area, mileage should be prorated to the various claims. If during job development multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate mileage may be charged.

W3200 – W3240 Plan Implementation for Vocational Rehabilitation Case Management –Return to Work (RTW)
These service codes are utilized by Vocational Rehabilitation Case Managers (VRCM) implementing an approved vocational rehabilitation plan to coordinate and document the results of a variety of restorative services with the goal of assisting the injured worker to return to work.

*** These codes may only be utilized for service delivery in comprehensive vocational rehabilitation plans with a begin date on or after December 1, 2014.

W3200	Plan Implementation - Vocational Rehabilitation Case Manager phone call or email to the injured worker or injured worker's representative.
W3201	Plan Implementation - Vocational Rehabilitation Case Manager phone call or email to a physician or physician's representative.
W3202	Plan Implementation - Vocational Rehabilitation Case Manager phone call or email to employer or employer's representative.
W3203	Plan Implementation - Vocational Rehabilitation Case Manager phone call or email to BWC
W3204	Plan Implementation - Vocational Rehabilitation Case Manager phone call or email to the MCO.
W3205	Plan Implementation - Vocational Rehabilitation Case Manager phone call or email to a service provider.
W3206	Plan Implementation - Vocational Rehabilitation Case Manager phone call or email to other.
W3210	Plan Implementation - Vocational Rehabilitation Case Manager face to face meeting with the injured worker or injured worker's representative.
W3211	Plan Implementation - Vocational Rehabilitation Case Manager face to face meeting with the physician or physician's representative.
W3212	Plan Implementation - Vocational Rehabilitation Case Manager face to face meeting with the employer or the employer's representative.
W3213	Plan Implementation - Vocational Rehabilitation Case Manager face to face meeting with BWC.
W3214	Plan Implementation - Vocational Rehabilitation Case Manager face to face meeting with the MCO.
W3215	Plan Implementation - Vocational Rehabilitation Case Manager face to face meeting with a service provider.

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W3216	Plan Implementation - Vocational Rehabilitation Case Manager face to face meeting with other.
W3220	Plan Implementation - Documentation review by the Vocational Rehabilitation Case Manager.
W3230	Plan Implementation – Authorization or amendment writing by the Vocational Rehabilitation Case Manager.
W3235	Plan Implementation - Report writing by the Vocational Rehabilitation Case Manager.
W3236	Plan Implementation - Letter writing by the Vocational Rehabilitation Case Manager
W3239	Plan Implementation - Labor Market Survey by the Vocational Rehabilitation Case Manager.
W3240	Plan Implementation - Transferable skills analysis by the Vocational Rehabilitation Case Manager.

W3241 Plan Implementation Outcome Payment Level 1
Reimbursement to the vocational rehabilitation case manager assigned at plan closure for implementing a vocational rehabilitation plan to achievement of a successful return to work outcome and successful closure of the plan for the first 121 days duration per approved vocational rehabilitation plan. The minimum outcome payment for plan implementation is equal to 30 units of service. This code is not utilized with job retention plans. This code may only be utilized in comprehensive vocational rehabilitation plans with a begin date on or after December 1, 2014 in which service codes for Vocational Rehabilitation Plan Implementation W3200 through W3240 have been approved. It may be used with W3242 and W3243, depending on the agreed upon duration of the vocational rehabilitation plan.

W3242 Plan Implementation Outcome Payment Level 2
Reimbursement to the vocational rehabilitation case manager assigned at plan closure for implementing an approved vocational rehabilitation plan to achievement of a successful return to work outcome and successful closure of the plan with an expected duration from 122 to 486 days per the approved vocational rehabilitation plan. This code is not utilized with job retention plans. This code may only be utilized in comprehensive vocational rehabilitation plans with a begin date on or after December 1, 2014 in which service codes for Vocational Rehabilitation Plan Implementation W3200 through W3240 have been approved and a duration greater than 121 days was agreed upon prior to plan implementation. It may be used with W3241, and/ or W3243, depending on the agreed upon duration of the vocational rehabilitation plan.

W3243 Plan Implementation Outcome Payment Level 3
Reimbursement to the vocational rehabilitation case manager assigned at plan closure for implementing a vocational rehabilitation plan to achievement of a successful return to work outcome with an expected duration of 487 or more days duration per approved vocational rehabilitation plan. This code is not utilized with job retention plans. This code may only be utilized in comprehensive vocational rehabilitation plans with a begin date on or after December 1, 2014 in which service codes for Vocational Rehabilitation Plan Implementation W3200 through W3240 have been approved and a duration greater than 486 days was agreed upon prior to plan implementation. It may be used in combination with W3241 and W3242.

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W3257 Employment Services Job Seeking Skills Training (JSST)
JSST is a specialized individualized or group program focused on job goals; the job application process; and developing the skills necessary to obtain employment, including proficiency in interviewing, effective employer contacts with follow up, internet job search, on-line job applications, resume development, managing electronic documents for job seeking, and using email related to job search. The injured worker should learn how to network, find job leads and use forms for recording job contacts. The injured worker's presentation must be reviewed with tips on how to improve where necessary. The injured worker should learn how to address difficult interview questions, including questions about their disability and workers' compensation. The provider and injured worker must develop a list of prospective employers, and the provider must explain the different ways that successful contacts can be made. These would include face to face, phone, fax, US mail or internet contacts. At the end of JSST, the provider must be able to provide concrete support with documentation addressing the information and content provided during the JSST program, the injured worker's strengths and areas of additional need, and whether the injured worker is ready for job search. Effective October 1, 2015, providers must be BWC certified as an Employment Specialist pursuant to OAC 4123-6-02.2 (C) (17) to be reimbursed for this service.

*** This code may only be utilized for service delivery in comprehensive vocational rehabilitation plans with dates of referral on or after December 1, 2014.

W3258 Employment Services - Job Club
Job clubs are highly structured group meetings composed of job seekers and a facilitator. Participants cultivate skills through actively conducting their job search with training and guidance from the job club facilitator. This program aids a group of injured workers in obtaining job leads and supports their job search performance. Effective October 1, 2015, providers must be BWC certified as an Employment Specialist pursuant to OAC 4123-6-02.2 (C) (17) to be reimbursed for this service.

*** These codes may only be utilized for service delivery in comprehensive vocational rehabilitation plans with a begin date on or after December 1, 2014.

W3259 Employment Services - Job Development
Job Development is a vocational service that assists an injured worker in returning to work by uncovering the hidden job market (i.e., unadvertised positions) and/or creating a job that matches the injured worker's vocational skills and restrictions. The Job Development provider must have a working knowledge of an industry or geographic area and its employers to be effective. Job Development requires a marketing and sales frame of reference. Providers of this service must be aware of the needs of both injured workers and potential employers and be knowledgeable of return to work incentive programs for negotiation purposes. Providers use their knowledge and contacts from the local job market to facilitate return to work by contacting potential employers on behalf of the injured worker and arranging interviews for unadvertised or newly created jobs.

When Job Development services are included in a vocational rehabilitation plan, Job Placement services must also be provided. If the Job Placement provider is not the vocational rehabilitation case manager, the Job Development provider must either be the Job Placement provider or the vocational rehabilitation case manager. Providers of this service may be reimbursed for travel, wait time, and mileage according to the codes for Other Provider Travel, Wait Time, and Mileage. Effective October 1, 2015, providers must be BWC certified as an Employment Specialist pursuant to OAC 4123-6-02.2 (C) (17) to be reimbursed for this service.

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*** These codes may only be utilized for service delivery in comprehensive vocational rehabilitation plans with plan begin date on or after December 1, 2014.

W3260 Employment Services - Job Placement
Job Placement is a vocational service that assists an injured worker in returning to work by matching the injured worker's vocational skills and restrictions with jobs that may be available or modified for the injured worker. Job Placement providers use their knowledge and contacts from the local labor market to facilitate return to work by providing leads to the injured worker and making contacts with potential employers on behalf of the injured worker for advertised jobs. The Job Placement provider must also set job search procedures and goals, closely follow the injured worker's progress, and correct/redirect the performance of activities through frequent, documented face-to-face meetings with the injured worker.

Both Job Placement and Job Development services should be provided for injured workers who enter the job search phase of a vocational rehabilitation plan. If the Job Development provider is not the vocational rehabilitation case manager, the Job Placement provider must either be the Job Development provider or the vocational rehabilitation case manager. Providers of this service may be reimbursed for travel, wait time, and mileage according to the codes for Other Provider Travel (W3050), Wait Time (W3051) and Mileage (W3052). Effective October 1, 2015, providers must be BWC certified as an Employment Specialist pursuant to OAC 4123-6-02.2 (C) (17) to be reimbursed for this service.
*** These codes may only be utilized for service delivery in comprehensive vocational rehabilitation plans with a begin date on or after December 1, 2014.

W3261 Employment Services Outcome Payment
A single reimbursement made to the assigned employment services provider for the achievement of a successful return to work outcome and successful closure of the vocational rehabilitation plan when employment services have been authorized in a vocational rehabilitation plan, or at ninety days of employment when a return to work incentive service is utilized in the plan and the employment situation is expected to continue, or at verification of thirty (30) days of employment when a comprehensive vocational rehabilitation plan was closed completed without at return to work and the injured worker returned to work within sixty (60) days of closure but not more than ninety (90) days from the last date of an employment service by the designated provider. Effective October 1, 2015, providers must be BWC certified as an Employment Specialist pursuant to OAC 4123-6-02.2 (C) (17) to be reimbursed for this service.

This code may only be utilized for service delivery in comprehensive vocational rehabilitation plans with first date of employment service delivery in which service codes W3259, W3258, W3257, and/or W3260 have been approved on or after December 1, 2014.

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Z3000 - Z3040 Vocational Rehabilitation Case Management - Remain at Work (RAW)

When vocational rehabilitation case management services are provided to injured workers with medical only claims, they are considered Remain at Work (RAW) services. The focus of RAW services is keeping the injured worker on the job. RAW case management services use Z codes rather than W codes, and the services are charged to the employer's risk.

Z3000	RAW Service - Vocational Rehabilitation Case Manager phone call or email to injured worker or the injured worker's representative.
Z3001	RAW Service - Vocational Rehabilitation Case Manager phone call or email to a physician or physician's representative.
Z3002	RAW Service - Vocational Rehabilitation Case Manager phone call or email to employer or employer's representative.
Z3003	RAW Service - Vocational Rehabilitation Case Manager phone call or email to BWC.
Z3004	RAW Service - Vocational Rehabilitation Case Manager phone call or email to the MCO.
Z3005	RAW Service - Vocational Rehabilitation Case Manager phone call or email to a service provider.
Z3006	RAW Service - Vocational Rehabilitation Case Manager phone call or email to other.
Z3010	RAW Service - Vocational Rehabilitation Case Manager face to face meeting with the injured worker or the injured worker's representative.
Z3011	RAW Service - Vocational Rehabilitation Case Manager face to face meeting with a physician or physician's representative.
Z3012	RAW Service - Vocational Rehabilitation Case Manager face to face meeting with the employer or the employer's representative.
Z3013	RAW Service - Vocational Rehabilitation Case Manager face to face meeting with BWC.
Z3014	RAW Service - Vocational Rehabilitation Case Manager face to face meeting with the MCO.
Z3015	RAW Service - Vocational Rehabilitation Case Manager face to face meeting with a service provider.
Z3016	RAW Service - Vocational Rehabilitation Case Manager face to face meeting with other.
Z3020	RAW Service - Documentation review by the Vocational Rehabilitation Case Manager.
Z3025	RAW Service - Initial Assessment report writing by the Vocational Rehabilitation Case Manager.
Z3035	RAW Service - Report writing by the Vocational Rehabilitation Case Manager.
Z3036	RAW Service - Letter writing by the Vocational Rehabilitation Case Manager.
Z3040	RAW Service - Transferable Skills Analysis report writing by the Vocational Rehabilitation Case Manager.

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Z3045 RAW Service – Vocational Rehabilitation Case Manager Travel Time
Vocational Rehabilitation Case Manager Travel Time is the actual time spent traveling to or from necessary vocational rehabilitation appointments by the Vocational Rehabilitation Case Manager (VRCM) to meet with the injured worker, employer, physician of record, or other vocational rehabilitation provider when done in a Remain at Work (RAW) plan. In most cases the Vocational Rehabilitation Case Manager may be reimbursed in 6 minute units of service up to 10 units of service one way for a necessary trip. If multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate travel time may be charged.

Z3046 RAW Service – Vocational Rehabilitation Case Manager Wait Time
Vocational Rehabilitation Case Manager Wait Time is the actual time spent waiting by the Vocational Rehabilitation Case Manager for injured worker, employer, physician of record, or other vocational rehabilitation provider when done in a Remain At Work (RAW) plan. Wait time begins at the scheduled appointment time and may be billed for a maximum of 5 units per occurrence (30 minutes), including "no shows".

Z3047 RAW Service - Vocational Rehabilitation Case Manager Mileage
Reimbursement for actual miles traveled by the Vocational Rehabilitation Case Manager (VRCM) to meet with the injured worker, the employer, the physician of record, and other vocational rehabilitation providers. If multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate mileage may be charged.

Z3050 RAW Service - Other Provider Travel Time
Other Provider Travel Time is the actual time spent traveling to or from necessary vocational rehabilitation appointments to meet with the injured worker or employer by a provider of the following services: job coaching, vocational screening, vocational evaluation, ergonomic study, ergonomic implementation, job analysis, and transitional work when provided in a Remain at Work (RAW) plan. Provider travel time is reimbursed in 6 minute units of service up to 10 units of service one way.

If multiple appointments related to multiple injured workers occur on the same day within the same area, travel time should be prorated to the various claims

Z3051 RAW Service - Other Provider Wait Time
Other Provider Wait Time is the actual time spent waiting by the job coach, vocational screening provider, or the vocational evaluator when done in a Remain at Work (RAW) plan. Wait time begins at the scheduled appointment time and may be billed for a maximum of 5 units per occurrence (30 minutes), including "no shows".

Z3052 RAW Service - Other Provider Mileage
Reimbursement for actual miles traveled to attend necessary meetings with the injured worker or employer by a provider of the following services: job coaching, vocational screening, vocational evaluation, ergonomic study, ergonomic implementation, job analysis, and transitional work when provided in a Remain at Work (RAW) plan. Mileage is reimbursed up to 65 miles one way.

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