

Vocational Rehabilitation

Early Return-to-Work Management



BWC Self-Insured Workshops – Winter, 2019

Quick Questions

- Who is in attendance?
- What industry do you represent?
- What are your goals for return to work?
- Who manages your return-to-work program?
- What is vocational rehabilitation (VR)?

Agenda

- BWC's Rehab Policy VR mission statement
- Early return-to-work employer benefits
- Self-insured employer responsibilities
- VR programs
- VR case examples

BWC Rehab Policy Mission Statement

To provide an individualized, face-to-face, return-to-work program to assist injured employees who, without specialized vocational rehabilitation services beyond standard medical treatment would, be unlikely to return to work or stay at work in a timely, safe, and productive manner.

Early Return to Work - Employer Benefits

- Improves claim management.
- Prevents and reduces time away from work.
- Reduces overall claims' costs.
- Reduces loss of productivity.
- Retains skilled employees.
- Saves rehiring/retraining costs.

Return-to-Work Hierarchy

- Same Job - Same Employer (SJSE)
- Different Job - Same Employer (DJSE)
- Same Job - Different Employer (SJDE)
- Different Job - Different Employer (DJDE)

You may consider VR services when:

- Standard medical care alone is not enough to remain at work or return to work.
- An injury is severe or complex.
- Temporary or permanent work restrictions are noted.
- An injured worker has difficulty performing essential job tasks.
- An injured worker is off work due to injury.

What are your VR responsibilities?

- OAC* 4123-18-16 Self-insuring employer's obligation to provide vocational rehabilitation services.
- Determine participation.
- Assign a vocational rehabilitation case manager (VRCM).
- Ensure services are equal to or greater in quality.
- Pay living maintenance (LM) benefits when appropriate.

Vocational Rehabilitation Programs

- Transitional Work (TW)
- Remain at Work (RAW)
- Job Retention (JR)
- Return to Work (RTW)

TW Program

- Employer manages the process.
- Physician provides restrictions.
- Physician provides script for treatment based on job analysis.
- Injured worker agrees to participate.
- Provider initiates services and monitors progress.

Strategies

- Modify work schedule
- Modify work assignment
- Modify work site
- Job sharing
- Alternate work site

Services

- On-site PT/OT
- Transitional work services
- Job analysis
- Ergonomic assessment
- Tools and equipment

RAW Program

- Employer manages the process.
- Employer approves services.
- VRCM not required.
- No comprehensive plan needed.
- Physician provides script for services based on job analysis.
- Injured worker agrees to participate.

JR and RTW Programs

○ Employer

- Process VR referral.
- Determines participation (eligibility & feasibility).
- Assigns the VRCM.
- Approves services and manages the process.

○ VRCM

- Creates individualized written comprehensive plan.
- Implement and coordinate VR services.
- Monitor and report on RTW progress.

VR Services

RAW & JR

Assessment

- Functional capacity evaluation
- Job analysis
- Ergonomic study & implementation

Physically Restorative Services

- Transitional work service
- On-site/off-site PT/OT

Intervention

- Gradual return to work
- On the job training
- Job modification
- Tools and equipment
- Vocational rehabilitation case management

Return to Work

Assessments

- Vocational evaluation
- Functional capacity evaluation
- Neuropsychological Eval
- Transferable skills analysis

Physically Restorative Services

- Active physical therapy
- Work conditioning
- Work hardening

Intervention

- Vocational rehabilitation case management
- Tools and equipment
- On the job training
- Short and long-term training
- Employment services

VR Participation

Eligibility ([OAC 4123-18-03](#))

- Allowed claim
- Significant impediment
- Removed MMI, %PP, LMWL

Feasibility ([OAC 4123-18-03](#))

- Willing to participate
- Able to participate
- Benefit from VR services and RTW

LM Compensation ([OAC 4123-18-04](#))

**Combines three decisions into one,
effective Oct. 7, 2019**

VRCM Assignment

OAC 4123-6-02.2 Provider access to the HPP* - provider certification criteria.

- Assessment
- Plan development
- Service coordination
- Monitoring and reporting progress
- Case closure

Resources to locate a VRCM

- [International Association of Rehabilitation Professionals \(IARP\)](#)
- [Ohio Self-Insurers Association \(OSIA\)](#)
- [BWC provider look-up](#)

JR and RTW Plan Content

OAC 4123-18-05 Individualized written vocational rehabilitation plan.

- Summarizes the current situation.
- Provides strategies to overcome barriers.
- Identifies the targeted job goal.
- Provides a comprehensive outline of services for return to work.
- Provides justification for the services.
- Sets expectations of injured worker and providers.

VRCM Plan Monitoring

- Schedules meetings with providers to reduce periods of inactivity.
- Meets with injured workers and providers.
- Submits timely progress reports.
- Notifies you of changes in participation.

VR Example - TW

Volunteer example:

- Information gathering
 - Injury, restrictions, job analysis
- Plan/Strategy/Service
 - Modified duty, alternate tasks
 - TW service, on-site PT

VR Example - JR

Volunteer example:

- Information gathering
 - Injury, restrictions, difficulty working
- Plan/Strategy/Service
 - Job sharing, modified duty, alternate tasks
 - On-site PT, job modification, tools and equipment, retraining

VR Example - RTW

Volunteer example:

- Information gathering
 - Injury, restrictions, transferable skills
- Plan/Strategy/Service
 - Hierarchy, job goal, improve physical function, skills
 - Work conditioning, comprehensive vocational evaluation, certification, employment services

Questions

Other Resources

- BWC Web
 - Vocational Rehabilitation
 - Transitional Work
 - BWC Provider Look-up
 - CD-40: SI Employer Guide
 - CD-105 SI Injured Worker Guide
- OhioMeansJobs.com
- <https://askjan.org/>
- How to get an Injured Worker Back to Work

Thank You!

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