

# Transitional Work Bonus Program

## Introduction

If you participate in the Destination: Excellence Transitional Work Bonus Program (TW Bonus Program), and use your transitional work plan to return injured workers back to work, you may receive a back-end discount. You can realize a potential incentive of up to a 10-percent bonus of your pure premium.

## Employer responsibilities for transitional work

As an employer participating in the TW Bonus Program, you must offer transitional work duties/light duty or modified duty to your injured worker whose physician released him/her to return to work RTW with documented restrictions to qualify for a bonus. Your injured worker must accept the offer, and return to work with restrictions and perform the designated meaningful job duties within his/her capabilities.

In doing so, you must complete the *BWC Offer and Acceptance Form (TWB-2)*, for every offer of transitional work you make for claims with a date of injury during the bonus period. Your transitional work coordinator and the injured worker must complete and sign the TWB-2, before faxing it to your managed care organization (MCO).

## Eligible claims for the bonus program

New claims with a date of injury within your current bonus period

- BWC allows the claim.
- The physician released the worker to RTW.
- There is an actual RTW date.
- The physician specified the injured worker's restrictions.
- Employer offers transitional work duties/light duty or modified duty to his/her injured worker.
- The injured worker accepts the transitional work duties/light duty or modified duty tasks.

Non-eligible claims for the bonus program

- Claims **not in an allowed** status.
- Physician releases injured worker to RTW full duty.
- The injured worker has not RTW.

## Bonus calculation and example

The use of well-developed transitional work plans can save employers money by returning injured workers back to the workplace in a safe, timely manner. The snapshot period for the bonus calculation is six months after the close of the program period. This allows injured workers with claims with a date of injury late in the program period to RTW using the transitional work plan.

Bonus calculation example: For the employer enrolled in the July 1, 2018, to June 30, 2019, bonus period, we will take the snapshot on Dec. 31, 2019.

Eligible claims are all claims in which there's a release to RTW with restrictions for the job of injury.

Successful claims are all claims in which the injured worker returns to work using a transitional work plan verified by an agreement signed by the employer and the injured worker.

Calculation example:  $\frac{\text{Five successful claims}}{10 \text{ eligible claims}} = 0.5 \times 100 = 50 \text{ percent}$

50 percent of the 10 percent eligible bonus = 5 percent

The calculated bonus is 5 percent of your pure premium in the form of a check.

**Note:** BWC will automatically re-enroll employers enrolled in the Transitional Work Bonus Program annually if the employer continues to meet the eligibility requirements. An employer may elect to opt out of continued participation in this program by providing written notice to BWC by the application deadline. For private employers, the application deadline is the last business day of May prior to the July 1 program period. For public employers taxing districts, the application deadline is the last business day of November prior to the January 1 program period.

## **TWB-2**

Employers or their third-party administrator must complete the TWB-2 for every offer of transitional work you make for claims with a date of injury during the bonus period. Print the form, and then you and your employer must sign and date it. Then, fax it to your MCO.

## **Instructions for completing the online TWB-2**

Sign in to [www.bwc.ohio.gov](http://www.bwc.ohio.gov). From the navigation menu, go to Employer, and select Forms. Find the *Transitional Work Offer and Acceptance Form* (TWB-2). Click the computer icon to complete the TWB-2 online.

### **Required information to complete the form**

- Policy number
- Individual claim number or program year
- Physician of record or treating physician
- Date released to return to work
- Return-to-work date
- Employee acceptance or refusal
- Job title
- Physician of record or treating physician
- Date released to return to work
- Return-to-work date
- Employee acceptance or refusal radio button

After completing the TWB-2 online, print a copy for your transitional work coordinator and the injured worker to review, sign and date.

Using the MCO Directory fax the TWB-2 form to your MCO using the indicated fax number. Include your policy number on your fax cover sheet. Communicate with your MCO in managing the claim.