



Transitional Work Bonus Program

This guide is for employers participating in the following bonus periods:

Period	Employer Type	Date of Injury
January 2022	Public	Jan. 1, 2022, - Dec. 31, 2022
July 2022	Private	July 1, 2022, - June 30, 2023
January 2023	Public	Jan. 1, 2023, - Dec. 31, 2023

When you participate in the Transitional Work Bonus Program (TWB), 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% bonus of your pure premium.

Employer responsibilities for transitional work

As an employer participating in the program, you must offer transitional work duties/modified duty to your injured worker whose physician released them to return to work (RTW) with documented restrictions. Your injured worker must accept the offer, and return to work with restrictions and perform the designated meaningful job duties within their capabilities.

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, allowed claims with date of injury within your current bonus period

- The physician released the worker to RTW.
- There is an effective RTW date.
- The physician specifies the injured worker's restrictions.

Non-eligible claims for the bonus program

- Claims are not in an allowed status.
- Physician releases injured worker to RTW full duty.
- The injured worker has not returned to work.
- Despite having restrictions the injured worker is able to perform their job of injury.

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, 2020, to June 30, 2023, bonus period, we will take the snapshot on Dec. 31, 2023.

Eligible claims are all claims where there is a release to RTW with restrictions for the job of injury. Successful claims are all claims where 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:

5 successful claims

10 eligible claims = $0.5 \times 100 = 50\%$

50% of the 10% eligible bonus = 5%

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

Note: We 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 us 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 Jan. 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 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 RTW
- RTW date
- Employee acceptance or refusal
- Job title
- 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.

We accept electronic signatures provided the submitter has utilized software that can identify and authenticate the signer; is tamper proof; and can attach or associate the signature with the form being signed. Examples of electronic signatures that currently meet the requirement include: Adobe Sign, Secured Signing, OneSpan/eSignLive, DocuSign, KeepSolid Sign, SigningHub, RightSignature, HelloSign, RPost, and SignIX.

Using the MCO Directory, email or 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.