



OSC | 10
Ohio Safety Congress & Expo

The development and benefits of transitional work
483
Tony D'Orazio

Tuesday, March 30, 2010 10:45 to 11:45 a.m.



Transitional Work

"Helping people get back to work...
helping businesses reduce lost productivity"



Panel Discussion on March 30, 2010 moderated by:
Tony D'Orazio
Account Executive



The CareWorks Family of Companies



More than 900 Ohio-based associates delivering customer-focused cost control services to over 180,000 business customers with a 98 percent annual customer retention rate.




The Panel

- David W. Netzband, Safety Officer/Field Personnel Coordinator, Tegra Construction
- William James, Industrial Engineer, Alliance Community Hospital
- Jodi South, Risk Management Coordinator, Gordon Food Service
- Heather Lavelle, Physical Therapist, Work Force Therapy
- Tony D'Orazio, Account Manager, VocWorks
- Linda Mamula, Health Nurse, Alliance Community Hospital




What is Transitional Work?

- Safely returning injured workers back to work full duty in a set time limit.
- Progressive, individualized return to work program focused on returning workers with temporary restrictions back to their original jobs.
- Time limit focused.




Work is good for us!

- Gives us the economic assets to participate in society.
- Meaningful for a person's identity, social roles and status.
- Meets important psychosocial needs
- "So, what do you do?", "Where do you work?"
- Evidence suggests that job insecurity is not good for our health.
- Evidence suggests that paid employment at least has no harmful effects.
- Those off work more than 6 months have about a 50% chance of ever returning to work; not good for the employee.



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Work is good for us!



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Company Culture

Debunking old school thinking i.e. “light duty”

- Not wanting to bring IW back until 100%.
- Someone else has to help them.
- Union contracts “won’t allow it”
- Don’t have enough work to keep them busy.
- Creating work for an IW.

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Debunking Old School “Light Duty”

- Most of the time the IW requires little help from other employees/supervisors when transitioning.
- Union contracts allow for RTW in some capacity whether in same job classification or a job within the restriction level. (Similar to FMLA and STD)
- If the worker is working, the union is getting the union dues, may not when on TT.
- Your most expensive/important assets are your employees.

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Benefits of a TW Program

- Provides a safe work environment and communicate to your employees.
- Reduces workers' compensation cost (medical, reserve/assessment, premiums). Need to demonstrate this.
- Productivity of the injured worker.
- Decreased employee absences.
- Reduction of light duty.
- Reduction in lost time; TW employees miss average of 11.3 days vs. 20.8 days. (BWC Focus Magazine).
- Savings in compensation paid out per claim.
- Reduce medical costs by 11% and indemnity costs by 22% per claim.

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Successful TW Program

Upper Management Buy-In

- Must be a trickle down effect from management down to lowest level.
- Must demonstrate cost effectiveness of program.
- Compare to when a CEO gets the fitness bug.
- Supervisors must also buy-in.

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Policy and Procedure

- Written policy and procedure in conjunction with company philosophy and HR policy.
- Employees sign.
- Spell out steps of how to run the program.
- Consistent application.
- Allow for Off Site alternatives

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Training

- All employees must have buy-in.
- Part of daily staff meetings.
- Part of company conversation.
- Supervisors must be trained.








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Find a Partner

- Local physician/occupational medicine group that believes in TW.
- Could be an on-site RN.
- Very good job analysis.
- Provider plant tours.
- Very positive relationship with provider.








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Savings

- Must be ongoing demonstration of cost savings to upper management.
- Transitional Work benefits
 - = Reduced lost time delays
 - = Reduced Indemnity costs
 - = Reduced Medical costs
 - = Improved productivity
 - = Improved bottom line








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Conclusion

Thank you!

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