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**WELL AT HOME. SAFE AT WORK.**

**Session 601**  
**Return to Work Strategies: The Road to Recovery**

Bob McCorkle

8 a.m. Wednesday, March 28

**Ohio** Bureau of Workers' Compensation

**Objectives**

- Define human capital and the impact of injured employee
- Identify barriers that may prevent return to work
- Discuss return to work goals
- Discuss tools to assist returning the injured employee back to work

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**What Is Human Capital ?**



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**Human Capital**



- The set of skills that an employee acquires on the job through training and experience, which increase that employee's value

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**Human Capital**



- Impact of work-related injury

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**Impact of Injured Employee**

- If injured employee is off for three months, 50% chance of him/her returning back to work.
- In 12 months, there is only a 15% chance of the injured worker returning back to work.



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### Impact of Injured Employee



- The period from two to four weeks is critical.
- Injured employee is making the transition from "recovering to a delayed recovery" case.

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### Impact on Injured Employee



- Stress
- Causes life uncertainty
- Life disruption
- Lost income
- Avoidable job/career loss
- Temptation for corruption or fraud

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### Impact to the Employer



- Workflow disruption
- Loss productivity
- Cost for re-training

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### The Grocery Store Test



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### Barriers



- Employment
- Personal
- Medical

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### Barriers - Employment



- No communication
- No modified/light duty available
- Wait for full recovery
- Afraid of new injury
- Injured employee cannot be productive

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### Barriers – Personal



- Cannot drive due to medication
- Perception
- Motivation

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### Barrier – Medical

- Co-morbidities
- Medication
- Delayed treatment



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### Return-to-Work (RTW) Goals



- A goal is the desired outcome in a claim and may change during the life cycle of the claim as medical, employment and legal issues change.

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### RTW Goal

- The goal must be obtainable, realistic and agreeable to all parties involved in the claim.



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### RTW Goal

- RTW same job, same employer
- RTW different job, same employer
- RTW same job, different employer
- RTW different job, different employer

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### RTW Tools

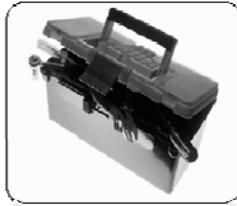
- Continuous communication
- Provide modified/light duty work
- Network of physicians
- Provide job description to Provider
  - [www.occupationalinfo.org](http://www.occupationalinfo.org)
  - <http://www.acinet.org/acinet/jobwriter/default.aspx>



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### RTW Tools

- Vocational rehab
- Transitional work
- Employer services
  - Classes
  - Professional staff
  - Publications
    - [Ohioabc.com](http://Ohioabc.com)



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### RTW Tools

- Workplace wellness program
  - The program's goal is to control the escalating cost of workers' compensation claim through addressing health risk factors.
  - Employers participating in the grant fund may receive \$300 per participating employee over a four year period.

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### Return to Work Tools

Questions?

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