

Remain at work

A healthy approach to staying productive

We recognize the best claim is the claim that never happened because the injury was prevented. That's why safety is our first priority. However, safety alone is not enough. One strategy to help injured workers recover quickly and safely is remain at work.

What is remain at work?

Remain at work keeps injured workers on the job while they safely heal from their injuries. The program is for injured workers with medical-only claims (seven or fewer days of missed work) who remained or returned to work, but are experiencing difficulties and are in jeopardy of going off work again.

What initiates the process?

Anyone can contact the managed care organization (MCO) when an injured worker needs specialized services to keep working or is having trouble due to an injury after returning to work. Remember, the sooner the better — early intervention is the key to a quick and safe recovery.

Who is eligible?

The MCO determines eligibility based on three factors:

- The injured worker has an allowed or certified medical-only or lost-time claim without payment of salary continuation or temporary total compensation;
- The injured worker is experiencing difficulty at work due to the allowed condition;
- The employer, injured worker or physician has identified the difficulty.

What is the MCO's role?

First, the MCO documents the difficulty an injured worker is experiencing as presented by the employer, injured worker or physician. The MCO then develops a remain-at-work plan, and coordinates and pays for services.

Remain-at-work services include, but are not limited to:

- Ergonomic study.
- Job analysis.
- Transitional work.
- Physical or occupational therapy offered on-site.
- Job modification.
- Tools and equipment.
- Remain-at-work field case management.
- Gradual return to work.
- On the job training.

What is the difference between a remain at work plan and a vocational rehab plan?

Remain-at-work plans are specially designed to keep injured workers on the job and to keep medical-only claims from becoming lost time claims. The MCO pays remain-at-work services like any other medical service.

Vocational rehabilitation plans assist injured workers whose claim is lost time (eight or more days off work) and who received some form of compensation or salary continuation. The MCO pays for comprehensive vocational services out of the Rehabilitation Surplus Fund, unlike medical services, and the MCO assigns a vocational case manager to develop and implement a plan.

What is the benefit of a remain-at-work program?

For injured workers, remain-at-work programs can help reduce an injury's personal impact, ensure a safe and timely return to work, secure ongoing employment, associated benefits and wages.

For employers, remain-at-work programs can help prevent medical-only claims from becoming lost-time claims, reduce overall claims' costs and premiums, avoid staff turnover including retraining costs, and improve workplace morale.

Where can I get more information on remain at work?

For more information on remain at work, log on to BWC's web site at www.bwc.ohio.gov, or call **1-800-644-6292** or your local service office.