

Injury Management Subject Area  
Assessment and Revision of Return-to-Work  
Program

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# Quick Overview of Changes

- Addition of paragraph in the Introduction indicating that workers have the right to secure copies of accident investigations in Section 1 of the SA. This is expanded in Section 1 to include exposure monitoring results.
- References to the Critiques SA have been replaced throughout w/Events and Issues Management SA.
- Step 6 in Section 1 further explains the first bullet and comments on Personal Identification Information.
- There are no changes in Sections 2, 3, 5, nor the flow diagram.
- The assessment is concentrating on Section 4 and related exhibits and forms

# Assessment of the Return-to-Work Program

- Section 4. Managing Return to Work has been modified to provide clarification of the Return-to-Work Plan, the Planning Meeting and the function of the Return-to-Work Coordinator. There are changes in five of the seven steps.
- Definitions have all received minor adjustment to clarify meanings or adjust to proper names. The definition of liability was removed.
- The Exhibit/Template used for documenting the Return-to-Work Planning Meeting and case updates remains the same...no changes.
- Changes in the form of clarifications are made throughout the Exhibit: BNL Return-to-Work Program.

# The Return-to-Work Program

## Key Elements

- The transitional period is an accommodation to the injured worker for 30 calendar days. It may be less, but for it to be more, approvals are necessary. The term “light duty” has been removed.
- Employees working in this capacity must check in with the OMC weekly.
- Any denial of transitional duty assigned by the OMC will be reviewed by the BNL Case Management Team and the denial must be approved by the ALD of the affected organization.
- The guidelines for the program will be available in the Return-to-Work Plan.
- Upgrades to that plan, will not be public information, but will be discussed with the permission of the worker and the OMC as need to know only.

# Roles of Participants Exhibit

- Contains updated guidance information for injured workers
- Discussions of the roles of OMC and Medical Case Management
- Discusses a new requirement – Primary Treating Physician's Report/Temporary Duty Report
- Discusses the role of Line Management and the fact-finding meeting
- Clears up the roles of those assigned to the WC Office in SHSD, especially that of the Return-to-Work Coordinator.
- Discusses the role of the Workers' Compensation Carrier.

# Other Inclusions in the Assessment

- Update on the Workforce Fitness Evaluation started in FY05 by Liberty Mutual and is ongoing.
- 20 Recommendations...some of which are still outstanding