

# Benefits of a Return-to-Work Program for the Employer

- Helps prevent “lost time” claims and reduces overall claim costs
- Shows employees that they are valued
- Sends message to all employees of work expectations in the event of injury
- Focuses on what they can do vs. Disability

# Why Do You Need A Modified Duty Program?

## Let's Look at the Numbers

- Once an injured employee has been off work for 6 months, what is the percentage chance of any return to work? 50%
- What is the average cost of a “Medical Only” claim? \$2600
- What is the average cost of a “Lost Time” claim? \$36,000

# When to Use a Formal Modified Duty Offer?

- Declines verbal offer
- Reports to work inconsistently
- No restrictions given
- Changes residence/moves away
- Seasonal Employee
- Requests leave of absence
- Missing time for medical appointments
- Retains an attorney
- Resigns while on work restrictions

# What is Modified Duty?

- Temporary
- Full or reduced hours
- Full or reduced wages
- Transitional
- Piece or a portion of a job
- Random tasks

# Examples of Modified Duty

- \_\_\_ General housekeeping-straighten parts room keep all walkways clear of mud and debris and free of clutter-requires walking standing occasional bending
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- \_\_\_ Clean light fixtures-use small step ladder to reach lights and use bottle of cleaner to spray lights and wipe clean with rag-requires standing walking reaching to shoulder height with one arm, and climbing ladder
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- \_\_\_ Restock of PPE (personal protective equipment that includes belts, masks glasses face shields- requires standing walking no lifting over 20lbs
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- \_\_\_ Check and clean eyewash station- occasional walking up stairs required along with standing and walking no lifting over 5lbs
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- \_\_\_ Do a walking visual safety inspection of site. Note and hazards on clipboard using the OSHA checklist Report any hazards to supervisor- requires walking standing and some climbing of stairs, no lifting over 5lbs
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- \_\_\_ Hazmat check, label al bottles, check chemical lists, apply safety stickers on switches, tanks and any item that might be a hazard-some walking requires no lifting over 5lbs
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- Painting of buildings on site- will prep and scrap old paint and use either brush or roller and a 5-gallon bucket of paint. Ladder may be used for upper parts of building-requires walking stand occasional bending and climbing over ladders, use of one arm to shoulder height and above, no lifting over 30lbs
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