

Commonwealth of Virginia
Department of Human Resource Management
Workers' Compensation Program



Return-To-Work

A Disability Management Program

What is it?

- It is a team approach to managing disability within our state agencies.
 - ✓ *Assists in cost reduction.*
 - ✓ *Is a benefit to our injured/ill employees.*
- It is an innovative process that ensures our injured/ill employees are provided the best medical services possible.
 - ✓ *It shows that they are valued employees and involves them in the recovery process.*
 - ✓ *It follows a “work-as-therapy” model.*
- It is a unique, flexible program that is able to meet the diverse needs of individual Agencies and facilities.

Why are we offering this?

- To impact the human cost of disability.
 - ✓ *Loss of income*
 - ✓ *Loss of self-esteem*
 - ✓ *Loss of control over one’s life*
 - ✓ *Loss of personal and professional relationships*
- To impact the program costs and reduce our Agencies’ premiums.
 - ✓ *Sustained claims increase disability-related costs and Agency supplemental payment costs.*
- To impact indirect costs to the Commonwealth and your Agency.
 - ✓ *Cost of replacing the injured/ill worker*
 - ✓ *Cost of hiring temporary employees*
 - ✓ *Cost of training new staff*
 - ✓ *Reduced productivity among remaining employees*
 - ✓ *Poor morale resulting from feelings of not being considered a valued employee*

Primary Goals of Return-to-Work:

- Retain our valued, experienced employees
- Provide enhanced benefits to our injured/ill employees
- Safe, timely return of our injured/ill employees to the work force
- Reduce the costs related to disability
- Reduce lost workdays

Key Components of the Program:

- Initiate a change in how we perceive individuals who have a temporary or permanent impairment, and realize that they can still be productive individuals.
- Provide training to supervisors and employees about the program and how to proactively respond to injuries or illness.
- Assist supervisors and agency workers' compensation coordinators learn how to:
 - ✓ *Communicate with the treating physicians and provide them all the necessary information to assist in returning the employee to work.*
 - ✓ *Maintain continuous communication between the injured/ill employee and the agency to preserve a good working relationship.*
 - ✓ *Develop transitional employment duties that address the employee’s abilities vs. inabilities and treat returning to work as part of the healing process.*