

Meet Today's Webinar Team



Presenter: Hannah Bolton

Hannah is a safety services representative for Texas Mutual's safety services support center. She conducts phone surveys, internal support for the safety services department, and provides policyholder services by providing guidance in their safety endeavors. Hannah has a degree in Communications from Texas A & M University, Corpus Christi.



Presenter: Josh White

Josh is a safety services representative for Texas Mutual's safety services support center. He conducts virtual, telephonic safety surveys with our small business owners to help provide guidance in their workplace safety efforts. Josh joined the safety services support center in early 2016 and has been doing his part to keep Texas safe by offering his expertise to our policyholders.



Moderator: Laurelle Bednar

Laurelle is a training consultant for Texas Mutual's safety services department. She conducts webinars, presentations and creates e-Learning content for our policyholders and internal departments. Laurelle holds a bachelor's and master's degree in anthropology from California State University Fullerton.

Return to Work Makes Sense

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Agenda



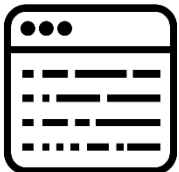
What is return to work?



Why does return to work make sense?



How using compassion can help.



Setting up a return to work program.

What is return to work?

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What is
return to work?



What is
return to work?



Best interest



Employee's role



Texas Mutual's role

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Why does RTW make sense?

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Why return to
work?



Claim costs



Benefits



Employer
benefits

Employee
benefits





Why does it
work?

A photograph of four construction workers at a site. They are wearing yellow hard hats and blue and white plaid shirts. The worker in the foreground is smiling and has his arms crossed. The background shows a construction site with a crane and buildings under construction. An orange circle is overlaid on the left side of the image, containing the text "Keeps employees connected".

Keeps
employees
connected



Prevents
malingering

Using compassion

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Compassion




Using compassion to enhance
experience



Understand employee fears



Engage employees

A person wearing a dark pinstriped suit jacket is holding a large white rectangular sign in front of their chest. The sign contains text in a black, italicized font. The person's hands are visible, holding the corners of the sign. The background is a solid dark grey.

I'm sorry that this happened to you. You're a valuable member of the team and, together, we'll get through this.

Clear message



Hazardous Assumptions



Intentional



Fraudulent



Why aren't you back?



What employees know



Resources

Setting up your program

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How to set up an
effective program

Make Your Return-to-Work Process

Fit Your Company	1
What's in it for employers?	1
What's in it for injured workers?	1
Remember the Basics	2
Put It in Writing	2
Sample Policy Statement for the Return-to-Work Process	4
Muestra de una Declaración Político del Proceso de Regreso al Trabajo	4
Sample of Employee Responsibilities Regarding Work-Related Injuries	5
Introduction to The Return-to-Work Process	6
Physical Demands Task Assessment	7
Letter for the Treating Doctor	1
Medical Release of Information	
Authorization for Disclosure of Nonpublic Personal Information	
Checklist for Making a Bona Fide Offer of Employment	
Sample Bona Fide Offer of Employment	
Sample Job Description with Physical and Time Requirements	
Sample Modified Duty Work Agreement	
Muestra de un Acuerdo de Trabajo Alternativo (Sample Modified Duty Work Agreement)	
After-Injury Telephone Report	
Log of Doctor's Appointments	
After-Injury Telephone Report, con Supervisor's Telephone Log	
How to Contact Us	

RTW resource kit



Employee first approach



Embrace safety values



Build morale



Documentation



Communicate



Job descriptions

Sample Job Description with Physical and Time Requirements

This position will entail these specific tasks in accordance with your modified duty restrictions:

- ▶ Med count and recording
 - ▶ Requires sitting and/or standing up to 3 hours per day
 - ▶ Requires grasping/squeezing and lifting of items less than 10 pounds
- ▶ Cooking and supervising cooking and clean up
 - ▶ Requires standing/walking up to 2 hours
 - ▶ Requires grasping/squeezing and lifting of items less than 10 pounds
 - ▶ Requires reaching between eye and thigh level
 - ▶ Other staff and/or clients will be available for tasks out of range of movement
- ▶ Running errands
 - ▶ Driving to transport individuals, which will require less than 1 hour sitting and walking
 - ▶ Picking up limited grocery/household items, requiring walking and sitting less than 1 hour
 - ▶ Grasping, squeezing, and lifting items less than 10 pounds. Bags will weigh less than 10 pounds
 - ▶ Reaching between eye and thigh level
- ▶ Completing paperwork and filing
 - ▶ Sitting and up to one hour and wrist flex
- ▶ Supervising clients attending to their personal hygiene
 - ▶ Standing and reaching at arm height less than one hour per day
- ▶ Light cleaning and supervising clients doing household chores
 - ▶ Dusting at level between neck and hip
 - ▶ Cleaning windows and sills between an area of neck height and hip height
- ▶ Client skill teaching
 - ▶ Requires sitting and standing up to 8 hours per day

Your job restrictions include the following:

- ▶ No bending/stooping
- ▶ No pushing/pulling
- ▶ No working at heights
- ▶ No overhead reaching
- ▶ No lifting/carrying over 10 pounds

Sample
job descriptions

Sample Modified Duty Work Agreement

Employee's name: _____ Department: _____

Employee's title: _____ Date: _____

My work duties are changed from _____ (date) until _____ (date).

I am assigned to modified work duties or limited duties. My new work duties are listed below.

The duties above have been described to my doctor. My doctor has signed Form DWC-73 stating that I may do these activities under the following medical restrictions.

I agree to do the above work duties and follow my doctor's medical restrictions. If I ignore my medical restrictions, I understand that my employer may take disciplinary action.

If a supervisor or anyone else asks me to do work assignments or activities that don't follow my medical restrictions, I must immediately report the situation to _____ (name of return-to-work coordinator), who will take action to correct the situation.

If I think my new work duties are causing discomfort or making my medical condition worse, I will report immediately to _____ (name of return-to-work coordinator).

Employee signature: _____ Date: _____

Supervisor signature: _____ Date: _____

Return-to-work coordinator signature: _____

Modified duty



Examples of
Modified duty



Accountability



Open communication



Re-evaluate

Take aways



What is return to work



Benefits of return to work



How being compassionate helps



How to create your program

Created by rajakumara
from Noun Project



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Thank You

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