

Return to Work

Managing your Workers Compensation

Prefer to call it

- Stay at Work

The name Return to work implies

- You feel they will always miss work when injured
- Your employee feels they can always miss work when injured.

Stay at work implies

- They will always return to work.
- The employee knows an injury is not an easy way to get off work.

How to achieve a successful Stay at Work Program

- Educate your employee that when they are injured they will always be returning to work immediately.
- If they are not able to return to work immediately due to a serious injury let them know that they will at the earliest possible time.
- Stay this course always do it so it becomes the norm.
- Make certain the employee knows this and expects it.

What to do when an injury occurs.

- Ask the employee if they want to see a doctor.
- You determine if they go to the Emergency room or to the clinic.
- Escort the employee to the doctor.
- Be present during the exam. (must ask the employee)
- Hear what the doctor says about the injury and the treatment.
- NEVER let the doctor decide to give time off.
- Insist they only give restrictions.

- Bring the employee back to work and tell them what position they will be doing.
- Pay them their full pay.

Manage their care.

- Send them to a specialist.
- Attend all doctor visits.
- Meet with them daily to discuss progress and any issues.
- Always treat them with compassion and understanding.

ALWAYS REMEMBER

They are still an employee