

Keep at Work

A Keep at Work attitude and a Back to Work program help injured workers transition from injury or illness to full productivity.

In the past, injured workers typically remained out of work until 100% recovered. This led to higher costs for the employer due to lost productivity, employee replacement costs and increased workers' compensation expenses.

With a Keep at Work / Back to Work program, the employer makes a special effort to keep an injured worker at work by providing temporary modification of the employee's job duties or reassignment to another position within the medical restrictions while recovering.

Everyone wins when the employer, medical provider and injured employee have a Keep at Work attitude supported by an effective Back to Work program. Benefits include:

- **Reduced Medical Costs**

Employees who return to work early typically recover faster and use less medical care than those who remain off work, resulting in medical cost reductions of up to 70%.

- **Improved Productivity**

Employees who are working at limited capacities are still contributing to their company's success. Having an employee work at a transitional assignment is more productive than hiring a temporary employee.

- **Improved Employee Morale**

A Keep at Work / Back to Work program tells employees their employer values them and is concerned about their well being.

- **Fraudulent Claim Avoidance**

A Back to Work program that returns injured employees to work as soon as practical following an injury reduces the incentive to falsely file a claim in order to take time off work.

- **Decreased Attorney Involvement**

Employers, who do their best to return employees to their job, show they care. Employees who know their employer values them generally will not hire an attorney. Studies show that when an injured worker involves an attorney, medical costs increase by 91%, compensation costs by 165% and total costs by 145%.

- **Increased Self Esteem**

Keeping an injured employee at work by providing meaningful transitional work helps the worker feel like a productive member of society and promotes wellness through contact with fellow employees.

- **Contribution to a Speedy Recovery**

Keeping the injured employee physically active and on a normal work schedule contributes to the healing process. Studies show that only 50% of disabled employees return to work after six months of inactivity and only 10% after one year.

- **Win-Win for Everyone**

The employer wins by minimizing workers' compensation costs while retaining the use of valuable trained employees. The employee wins by immediate return to work and avoids the negative effects of a long-term absence.

Make your injured employee's return to work a smooth transition. Check in regularly to assure they are comfortable in their temporary transitional position. Check with the medical provide and determine when additional tasks or activities can be added to the transitional job assignment.

**If You Have Any Questions or Need Assistance Contact Your
CompWest Loss Control Consultant**

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