

Risk Control Bulletin

Return to Work Self Assessment

RISK CONTROL



Do you provide training to your employees on how to report an injury and where to go for treatment?

Where do you send workers who are injured on the job?

- Do you use an occupational clinic, general medical care or emergency room when an injury occurs in your facility?
- What is the name of the clinic/physician (are they in the PPO)?
- Do you make arrangements for medical care when working 2nd, 3rd shifts or working at construction sites (contractors)?
- If the employer uses a regular medical provider, has the medical provider ever visited the company?

What happens after the doctor visit?

- How do you usually find out the result of the visit (from your employee, the doctor, etc.)?
- Do you require the employee to return to work after the initial visit to the physician?
- Do you contact (or require your physician to contact you) after an injured worker is treated for a work related injury?

What can you tell us about lost time or restricted duty?

- How do you find out about lost time or restricted duty (from the employee, physician, or adjuster)?
- Is someone assigned to work with the injured worker, physician and insurance company to find work?
- Do you have written job descriptions? Are they provided to the physician? Do you have jobs that are identified as light duty in nature?
- Are you willing to or have you modified a job to accommodate physician restrictions?
- Do you bring injured workers back to work?
- Do you have specific jobs or tasks that can be assigned to injured workers?
- How many injured workers have you brought back to modified duty in the past year? If not, why not?

Do you have a union?

- Are there any union contracts that might make it difficult to bring an injured worker back to work in a modified job?
- What is it about the union contract that causes problems with modified or light duty assignments? Please specify.