

Return to work solutions

When an employee is injured on the job, our goal is to ensure they get back to work as safely and quickly as possible. Early intervention by our return to work specialists can make all the difference.

The longer an injured employee is off work, the greater the likelihood they will never return to work. Research has shown that after 12 weeks off work, 50% of employees do not return. This number continues to increase, with nearly 98% of injured employees never returning to work at the one-year mark. This makes early intervention and return to work programs essential to ensuring positive claim outcomes.

Uniquely qualified to meet return to work challenges

Our experts are specially trained to facilitate the return to work process. They focus on the work environment and the injured employee's functional abilities rather than limitations. Their expertise in workers' compensation, disability and absence management makes them uniquely qualified to handle work placement challenges.

Our services

We create customized return to work programs to meet each client's needs. To facilitate a safe and healthy return to work, our experts provide the following services:

- Early return to work intervention for non-complex medical claims
- Case management for all scenarios including those involving functional and environmental job-related challenges
- Interactive process meetings via telephone to document discussions about reasonable accommodations

- Capture and track metrics such as ROI and outcome summaries
- Review and analyze functional job descriptions to identify opportunities for accommodations
- Service additions to increase placement opportunities
- Complete and submit required jurisdictional forms
- Evaluate existing return to work policies (claim and non-claim related), and assist with non-occupational accommodation recommendations to ensure consistency in the overall accommodations process
- On-site job analysis on full and modified tasks
- Determine if an ergonomic evaluation is appropriate and coordinate the referral
- Transitional work placement program (through not-for-profit organizations)

OUR RETURN TO WORK PROGRAM RESULTS:

33%

reduction in medical incurred

60%

reduction in indemnity incurred

58%

reduction in expense incurred

Leveraging our team's expertise



- Promote physician compliance
- Request work capacities
- Provide daily claims oversight
- Collaborate with return to work specialists

- Identify on-site duty options
- Coordinate with return to work resources
- Participate in interactive process meetings
- Assist with restrictions assessments and job offer letters
- Contact physician for updated return to work options as needed

- Offer accurate, updated information for examiners, providers and employers
- Identify essential vs. non-essential functions
- Provide a visual representation of job duties
- Help identify opportunities for modified duty

- Provide early return to work programs to help reduce total workers' compensation costs
- Promote remain at work culture
- Support ADA compliance efforts
- Retain valuable employees

Key advantages

- Our services help reduce lost time and increase productivity
- We provide an individualized plan and a liaison to assist with every step
- Our team is focused on rehabilitation and return to work

We are here to help

Working together with treating providers, our specialists help employers understand restrictions, durations and modified or light duty jobs. Our integrated managed care solutions streamline the process and help injured employees return to work and life as quickly and safely as possible.

To learn more about our return to work solutions, contact:

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To learn more about our integrated and customized solutions, visit [SEDGWICK.COM](https://www.sedgwick.com)