

# Vocational and return to work services

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 (RTW) 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 RTW programs essential to ensuring positive claim outcomes.

## Uniquely qualified to meet RTW challenges

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

## Our services

To facilitate a safe and healthy return to work, our experts provide the following services:

- Early RTW intervention within the first 30 days for non-complex medical claims
- Case management for complex scenarios including those involving functional and environmental job-related challenges
- Interactive process meetings via telephone to document discussions about reasonable accommodations
- Completion/submission of required jurisdictional forms
- Development of functional job descriptions
  - Sophisticated software breaks the physical demands of the job into the function and task level
  - The job descriptions are stored in a job bank that is easily accessible

- These descriptions help facilitate discussions with providers to address functional abilities for employees to return to full duty or temporary light duty
- Specialized vocational services
  - On-site job analysis of the various components of a position
  - Ergonomic evaluations
  - Analysis of skills that transfer to other positions
  - Transitional work placement program (through not-for-profit organizations)
- Consultation and evaluation of existing RTW policies (claim and non-claim related)

## Solutions to fit your needs

When workplace injuries or illnesses occur, we are here to help. We offer flexible services that streamline the managed care process and make your job easier. By providing the right care and coordination solutions — from clinical case management to networks and support — along with the best treatment and cost oversight, we're driving better outcomes for your employees. And that means better outcomes for you.

To learn more about our stand-alone return to work services, contact:

**P.** 800.625.6588   **E.** [sedgwick@sedgwick.com](mailto:sedgwick@sedgwick.com)

**To learn more about our managed care solutions, visit [SEDGWICK.COM](https://www.sedgwick.com)**