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|  |  **EARLY RETURN-TO-WORK INITIATIVE** |

**Call to Supervisors – Support Your Workers after a Workers’ Compensation Injury**

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| **Think back to the last time one of your workers got injured on the job and ask yourself:**  |
| 1. How well do you think you reacted? If you asked your workers – what would they say?
2. When someone was placed in a light duty assignment in your area, how well did you treat that individual and did you make efforts to check-in and monitor them?
3. Do you know your employer’s return-to-work philosophy/procedures and do you implement them?
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| C:\Users\Jessica.Chavez1\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.IE5\OGLZEJ2Z\1[1].jpg | “Negative responses from the injured worker’s supervisor resulted in disability that lasted twice as long or more…On the other hand, if people had positive, supportive, no blame, encouraging people to report, helping them get care and trying to solve problems, those folks had earlier return to work.” *Dr. Glenn Pransky “Supportive Communication Especially Important for Older Injured Workers” posted on workcompcentral in October 2017* |
| **You are the first responders to a workplace injury - how well you react to it is CRITICAL:** |
| **Critical to your worker:** Your reaction can determine how well your employee can bounce back after the workers’ comp injury. A sympathetic, supportive reaction contributes positively to their healing process which can mean a faster return to health and their full duty.**Critical to your employer:** Your reaction is a direct reflection on your company and affects how successful your employer’s return-to-work program will be. With a negative reaction, you can sour the employer-employee relationship, which may mean a prolonged worker’s comp absence. That absence in turn means higher workers’ comp costs for your employer, may have to hire and train a replacement and possibly even affect workplace morale, which could mean diminished production for all staff. |
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| **Our company has instituted a RTW program which means that we care about the welfare of ALL employees. We do not abandon our workers after an injury and want to help them through recovery when possible. For our RTW program to meet its intended goals of helping individual workers return to work safely and efficiently, we enlist your help. To best help your workers:** |
| **Before the injury** –1. Know the injury reporting process (who you contact in case of emergencies and otherwise, how your employer deals with Health Care Provider selection, drug testing, what forms to fill out)
2. Know your employer’s return-to-work philosophy and procedures and who to refer them to for questions

**When an injury happens –**1. stay calm - don’t panic or react in a negative or angry fashion (even if you think it’s because the worker wasn’t paying attention or was doing something they shouldn’t)
2. Your priority is first helping the worker get medical attention if needed. Then focus on reporting the injury to the necessary parties

**If your worker returns on light duty or you are assigned an injured worker temporarily during recovery –**1. Welcome that worker and treat them kindly – remember you are helping in their recovery process
2. Make sure you know their doctor’s restrictions and that duties assigned do not violate their restrictions
3. Inform the worker to advise you immediately if they experience any pain while performing light duties
4. Communicate/check-in with that worker daily to see how they are doing and follow-up on any concerns
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| **Remember, the “Golden Rule” applies – How would you want to be treated by your employer if you were injured on the job? Treat your workers in-kind.**Rev. 12/18 |