

Benefits of a Return-To-Work Program

An effective Return-To-Work Program is genuinely a “win-win” situation: all members of the Return-To-Work Team will experience benefits from the program.

The following list outlines some of the advantages of a Return-To-Work Program for each partner.

Benefits to the Employer

- Reduced staff turn-over and training costs by retaining experienced and knowledgeable workers
- Improved productivity. When a worker sees the tangible evidence that their employer is concerned about the well-being of its staff, morale improves. Improved morale means greater productivity with skilled workers maintained on the job
- Reduced time loss because the employer is able to participate in making appropriate plans to facilitate the injured worker's return to work
- Reduced amounts paid out in Workers' Compensation benefits because the worker is able to return to employment much earlier
- Reduced time loss because workers know their employer will make whatever reasonable accommodation that may be required to facilitate their return to work
- Minimized accident costs such as worker benefits, the hiring and training of replacement workers, and the cost of inexperienced workers
- Improved mod experience (this may be very important for companies/organizations that bid on contracts)
- Decreased long-term Workers' Compensation rating costs;
- Increased Return-To-Work rate
- Improved morale and worker relations by offering Return-To-Work Plans
- Assurance that time loss is not due to lack of opportunity for the injured worker to work
- Demonstration of concern for the workers' best interests and indication that workers are viewed as valuable members of the company/organization
- Meaningful alternate duties are performed that might not

- otherwise have been done due to different priorities
- Participation and contribution to the rehabilitation process

Benefits to the Injured Worker

- Maintained employment relationship that provides job security, self-worth, and financial independence
- Maintained financial benefits, including pension, medical and dental plans, insurance coverage and vacation credits
- Maintained contact with co-workers and friends
- Reassurance that they are valuable workers
- Maintained dignity and self-worth by remaining productive
- Alleviated feelings of dependency and lack of control by participating in the development of their own Return-To-Work Plan
- Maintained job skills
- Minimized loss of physical fitness and muscle tone due to inactivity
- Removal, or at least reduction, of uncertainty about the future since Return-To-Work Plans provide action plans with goals, time frames and processes that will assist in returning the injured worker to full employment
- Earlier resumption of a “normal” life – supporting family members financially and emotionally, and participating in leisure and social activities
- Provision of a suitable physical rehabilitation program, when appropriate, where muscles and joints are used and exercised according to the demands of the job in an effort to enhance rehabilitation

Benefits to the Health Care Provider

- Focused and coordinated treatment for the injured worker through the Return-To-Work Plan
- Treatment of the whole person rather than just the injury
- More efficient use of health care resources that are directed toward a specific goal: the return to work of an injured worker, by using the partnership approach
- Having treatment strategies agreed upon in advance, so the services are not fragmented or duplicated

Benefits to the Union

- Preserved jobs, seniority, benefits, etc. for injured workers/ members
- Increased awareness that the union is there to protect workers' interests and well-being
- Promotion of cooperative labor-management relations