

Transitional work placement



In today's workplace, well trained and productive employees are essential to your success. Smart employers support their valued workers by working with them in many ways when they're injured. This includes providing transitional or modified duty jobs.

It benefits the employee and employer to bring injured workers back to work when they are released to light or modified duty. It is undisputed that the longer employees are off work, the less likely they will return. The risk of long-term disability because of a deconditioning and deterioration of bone mass begins after only two weeks of inactivity.

Helping you control costs ...

SCF's proactive transitional work program is one of the most effective tools available to contain the cost of a workers' compensation claim. Our goal is to bring employees back temporarily to modified positions that meet their doctors' temporary physical restrictions. This allows workers to continue recuperating while focusing on meaningful work and to regain their productive life. The program benefits the employer in many ways such as:

- Improved employee morale – improved productivity
- Less training – fewer new employees
- Limited overtime

- Premiums reduced
- Reduces possibility of litigation

What are the benefits?

Controlling workers' compensation insurance costs and assisting the injured employee's return to a modified position are the obvious reasons for a transitional work program. When a modified duty position is available within the injured worker's temporary limitations, monthly compensation benefits are reduced by his/her earnings. The worker must accept the position or face losing monthly compensation benefits.

It also could save treatment costs. When treating doctors are aware the employee, employer and SCF are communicating closely, their treatment plans usually follow a more direct route to recovery and regular work duty.



Litigation could be prevented. As an employer you may have additional responsibilities to an injured worker under the Americans With Disabilities Act (ADA), Family Medical Leave Act (FMLA) or other laws. Consult an attorney should you need further assistance.

To order the printed brochure please email us at SCFAZsafety@scfaz.com.

Please reference the form number at the bottom of this document.





How does our program work?

First, it involves a close working relationship among the employer, the injured worker, the treating doctor and the SCF claims adjuster. The goal of all should be to return injured workers to their pre-injury position or to a modified, productive position within their job restrictions set by the treating doctors as soon as possible. The program includes:

- Close contact with the treating physician
- Work site evaluation
- Job analysis – modified duty development
- Rehab program for job transition or retraining
- Employer training seminars available

We're here to help

We at SCF share in the responsibility of helping employers set up an equitable, transitional return to work program that will benefit the injured worker and the employer.

Compensation benefits:

Injured worker not working

\$2,400 average monthly wage
 x .6666 payable at 66 2/3%
 \$1,600 compensation paid monthly

Compensation benefits:

Injured worker on transitional work

\$2,400 average monthly wage
 - 600 less earned wages
 \$1,800
 x .6666 payable at 66 2/3%
 \$1,200 compensation paid monthly

**Injured worker receives \$200 more:*

\$600 wages + \$1,200 = \$1,800

Employer saves \$400 a month:

\$1,200 vs \$1,800 and receives production from injured worker



transitional work program for your injured workers benefits your valued employees by allowing them to return as productive, necessary contributors to your organization – and you, by lowering costs associated with work-related injuries.

Claims Call Center

602.631.2300
800.231.1363

Policy Call Center

602.631.2600

Certificate of Insurance Call Center

602.631.2570
866.284.2694
Fax 602.631.2599
Fax 866.617.5680

Employer's & Physician's Initial Report of Injury Fax

602.631.2888
800.356.4867

Preferred Connection Network (PCN)

602.631.2230

Fraud Hotline

800.526.5226

scfaz.com

DISCLAIMER:

These recommendations were developed using generally accepted safety standards from safety organizations and governmental and industry sources. Compliance does not guarantee that you will be in conformance with any laws or regulations or any other safety requirements. Compliance does not ensure the safety of your occupation/place of business.

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