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Return to work
panel discussion
*Real examples of
successful outcomes*

Sedgwick MCO panelists

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REVIEW

Return to work strategies

Transitional work

Transitional work placements

Modified duty off-site

Vocational rehabilitation

Job retention

Remain at work

On-site physical therapy

Transitional work

- Progressive and individualized program
- Interim step in the physical conditioning and recovery of an injured worker with restrictions
- Goal to return to original job
- Helps the employer protect the employability of the worker while reducing the financial liability of lost time

ELIGIBILITY

Any worker who has been given physical restrictions by their physician of record.

COST

No cost to worker or employer; grants are available to set up a program.

Transitional work placement /modified duty

- Temporary work at a non-profit
- Allows injured worker to make meaningful contribution, working within their restrictions as they recover

ELIGIBILITY

Any worker who has been given physical restrictions by physician, but employer does not have light or transitional work available.

COST

No cost if MCO can secure placement internally.

Flat fee to transitional work placement coordinator for urgent or complicated placements.

Vocational rehabilitation

- Restores vocational functioning after industrial injury or occupational disease
- Goal of returning worker to competitive employment

ELIGIBILITY

Any worker who is off work, receiving lost-time compensation, and medically stable and agreeable.

C O S T

Paid from the BWC surplus fund; not charged to workers' comp claim or employer's policy.

Job retention

- Vocational rehabilitation for workers who have trouble maintaining employment after returning to work following allowed, compensable claim

ELIGIBILITY

Injured worker who had prior lost time and returned to work but is having difficulty remaining at work due to their injury.

C O S T

Paid from the BWC surplus fund; not charged to workers' comp claim or employer's policy.

Remain at work services

- Worker remains on the job while they safely heal from injury
- Medical-only claims
- Helps workers who are in jeopardy of going off work again

ELIGIBILITY

Worker with medical-only claim who is having difficulty remaining at work due to their injury.

COST

Paid through the claim as medical cost.

On-site physical therapy

- Services provided by an occupational or physical therapist at the work site
- Uses the injured worker's functional work task

ELIGIBILITY

Any worker participating in authorized physical therapy and is agreeable who is agreeable to therapy on-site.

C O S T

Paid through the claim as medical cost.

Brian

Age: 55

- Passionate firefighter
- Rotator cuff tear and lower back disc displacement
- 6 months ago
- Extremely motivated to return to work
- Off work since injury
- Restrictions are likely permanent



Rita

Age: 30

- Nurse at elderly care facility
- Thoracic back sprain
- Released with restrictions that employer cannot accommodate
- Employer questions
- Rita's motivation to return to work



Anthony

Age: 41

- Construction worker
- Torn ACL
- Surgery and physical therapy
- Released with restrictions
- Employer unsure if/how to accommodate restrictions
- Employer and worker motivated to return



Maria

Age: 65

- Factory worker
- Carpal tunnel
- Surgery and physical therapy
- Paid temporary total comp for 30 days
- Back to work and experiencing wrist and back pain
- Struggling to do her work



James

Age: 55

- Mechanic
- Neck and shoulder sprain/strain
- Employer accommodating restrictions
- History of tardiness and absenteeism
- Leaving work for physical therapy



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