

Lake County Safety Council
Thursday, August 12 Meeting



***Back to the Basics: How
Transitional Work is Fundamental
to Your Safety Program***

Event Sponsor

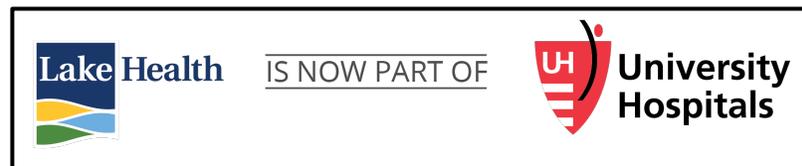


***HZW Environmental
Consultants***

Event Sponsor



*Lake Health
Occupational Services*



Event Sponsor

Lake Health Occupational Services



IS NOW PART OF



Occupational Services Department

8655 Market Street
Mentor, Ohio 44060
P: 855-LAKE-OCC (855-525-3622) or 440-354-1990

Service Locations:

Call 855-LAKE-OCC (855-525-3622) to schedule all physicals.
Please do not bring children to the clinic for your appointment/testing.
Candidate/Employee MUST WEAR A MASK into the clinic for testing.

LAKE COUNTY

UH Brunner Sanden Deitrick Wellness Center
Urgent Care
8655 Market Street
Mentor, OH 44060
P: 440-255-6400
F: 440-701-7648
Hours:
Monday-Friday 8 am - 8 pm
Saturday/Sunday 9 am - 5 pm

UH Willowick Health Center
Urgent Care
29804 Lakeshore Boulevard
Willowick, OH 44095
P: 440-585-3322
F: 440-585-1962
Hours:
Monday-Friday 8 am - 8 pm
Saturday 9 am - 5 pm
Sunday Closed

GAUGA COUNTY

UH Chardon Health Center
510 5th Avenue
Chardon, OH 44024
P: 440-279-1525
F: 440-279-1527
Hours:
Monday-Friday 8 am - 4 pm
Saturday/Sunday Closed

For injuries and after-hours Post Accident/Reasonable Suspicion Drug/Alcohol Testing:

EMERGENCY DEPARTMENTS are 24/7 at:

UH Lake West Medical Center
36000 Euclid Avenue
Willoughby, OH 44094

UH TriPoint Medical Center
7590 Auburn Road
Concord Twp., OH 44077

UH Madison Health Center
6270 North Ridge Road
Madison, OH 44057

Revised 6/21



Back to the Basics: How Transitional Work is Fundamental to Your Safety Program

Presented by:

Shanna Dunbar BSN RN COHN-S

Work Accident



Paperwork – find a provider (OSHA – RTW) – get EE back to work – find EE a job to do

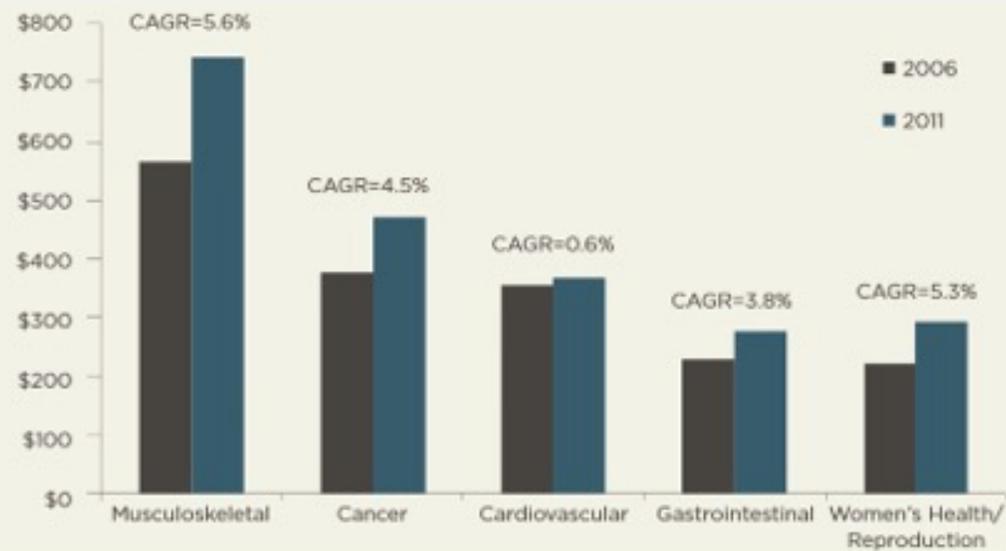
TIME CONSUMING!

Musculoskeletal Health and Wellness

The Problem

“Musculoskeletal conditions are the costliest and most rapidly growing group of diseases.”

Truven Health Analytics



Spending PMPY by Major Diagnostic Category

This leads to worker absence in high or low demand jobs!

Work Restrictions and Disability

Workers with health problems



Inconsistent Doctor's Restrictions

Job Modifications



Employers with Job Functions

Unclear Functional Job demands

Gaps exist in:

1. What employers require of workers
2. What providers understand about jobs
3. What workers are safely capable of doing

Work-Related OR
Non-Occupational

WHI

Improving Employee Health



Shanna S. Dunbar
[BSN RN COHN-S]

Certified Occupational
Health Nurse

BWC-Certified Transitional Work Program Developer

WELCOME!



Occupational
Health Nurse

Mobile device audience participation for your event.

ENTER EVENT KEYWORD

HEALTH

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(type *demo* to try it out)

www.kiwilive.com

5 cost-effective programs for any size company

- Injury and Illness Prevention Program
- Transitional Work Program
- Health Promotion Program
- Employee Assistance Program
- Pre-placement Health Screening Program



How the Money flows in Workers' Compensation

WC Benefits



- Employers pay premium
 - # employees/risk of job
 - frequency vs. severity
- Premium based on experience
 - Last 5 years
 - Ohio BWC pays for the life of the claim

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WC Benefits

- WRI – AOE/COE = Compensable
- **No Fault!** ~ No dispute – limited liability
 - NO attorneys needed

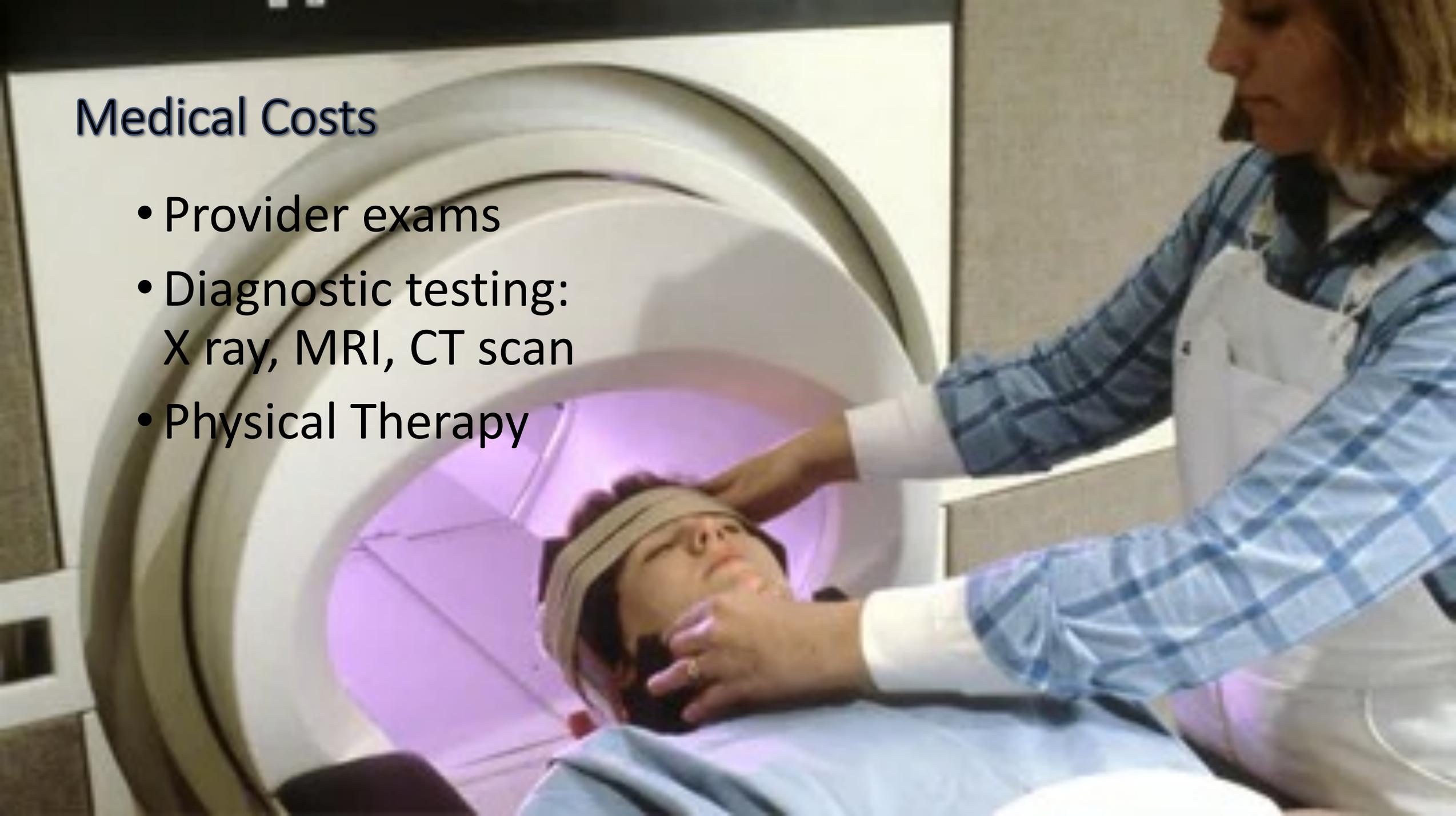
Benefits:

- Medical Costs
- Indemnity costs (lost time)
- Temporary Total Disability
- Permanent Disability



Medical Costs

- Provider exams
- Diagnostic testing:
X ray, MRI, CT scan
- Physical Therapy



Indemnity Costs

- Lost time after 7 days
- Temporary Total Disability
 - 2/3 of wages
 - Tax-free

SEVERE

Reserves are Set



Why getting an employee back to work – works!

Lost Time – Back Sprain

- Medical costs
 - PT \$3500
 - Medical \$1500
- Indemnity (LT) Costs
 - 4 weeks = \$600/wk
 - \$2400

Severity “ON”

- Reserves = \$30,000??

PREMIUM = 2x (for 5 yrs)

TOTAL= \$150,00/5 year

Which
would you
rather have?

RTW – Back Sprain

- Medical costs
 - PT \$3500
 - Medical \$1500

NO indemnity – Transitional work – rehab ON the job

NO severity ‘turned on’

No premium rise ~unless medical costs ↑↑

TOTAL= \$5000/5 year



- Get workers BACK TO WORK
Keep employees working and productive and saves you money!

Mobile device audience participation for your event.

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Transitional Work Programs

What is Transitional Work

- **Work-site program for workers with physical restrictions**
- **Light Duty vs. Transitional Work**
- **Progresses the worker to a specific job**
- **Time limited and individualized**

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Improving Employee Health



What are some RTW Strategies?

- Modify work activities
- Modify work schedule
- Create specific modified job list
- Volunteer work
- Training



What is included in the TWP development:



- Policy and Procedure=Roadmap
- Functional job analyses
- Establish provider relationship
 - OH Clinic and Therapy providers
- Employee/Supervisor Training
- On-site therapy/field NCM



How are TWP deliverables used?



- Policy and Procedure:
 - WRI and non-occupational
 - Keep workers productive
- Functional job analyses
 - Find new hires to fit functional demands
 - Identify ergonomic issues
 - Return worker from FMLA/WC
- Occupational Health Providers



BENEFITS of Transitional Work Programs

Benefits of Transitional Work



- Less time consuming - roadmap
- Experiences a smoother transition back to regular duty
- Job skills stay current
- Maintains work relationships
- “Hand hold” cases with a field nurse case manager or onsite physical therapy



Benefits of Transitional Work

Work-related
OR NOT



- Reduce Health Care Costs and WC premiums
- Keep Workers Productive
- Less de-conditioning
- **Recover more quickly**

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The logo for the state of Ohio, featuring a stylized orange outline of the state and the word "Ohio" in a grey, sans-serif font.

Bureau of Workers'
Compensation

Grants up to \$6300
Covers up to 100% of costs

The logo for Transitional Work Grants, featuring the text "Transitional Work GRANTS" in blue, with "GRANTS" in a larger, bold font. A yellow curved arrow points from the right side of the text back to the left. A yellow horizontal line is positioned below the text.

Began June 1, 2021 – even if had previous TW grant in past

Want info about the grant?

Go to: [Kiwilive.com: HEALTH](https://kiwilive.com/HEALTH)

Transitional Work Program

↓ Costs

↑ Pr

Functional JA

↓ Deconditio

The BWC Grant **COVERS**
the **COST** of
development!*

non-occ

↓ Replacement

relationships

Keep employees
working!

*even if you have had a TW grant in the past you are eligible AGAIN!

TEXT your name and email address to: 1-216-329-9920

Next Steps

Transitional Work Programs

- **Apply for Transitional Work Grant**
 - (Complete TWG-1 form at bwc.ohio.gov)
- **Identify a developer (list on Ohio BWC website)**
- **Provide list of job titles to developer**
- **Schedule start date to begin development**



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Improving Employee Health



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QUESTIONS?????

TW BONUS Program

Transitional
Work Programs

- **Back-end discount program**
 - (Complete TWB-1 form at bwc.ohio.gov)
- **Show you used your TWP**
- **Up to 10% off next premium**
- **Ohio BWC gives \$1-4Million back to employers each year**



Return on your investment

Employer	TW Grant	BWC Reimbursement 100%	Employer Contribution	TW Bonus	Bonus Payment
Transit Authority	\$3,520.00	\$3,520.00	\$ 0.00	7.5%	\$46,627.32
City	\$ 5,600.00	\$ 5,600.00	\$ 0.00	10%	\$40,682.29
City	\$ 5,600.00	\$ 5,600.00	\$ 0.00	10%	\$ 35,802.63

**data from BWC TW developer slide deck 2021*

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Thank you!

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CELL: 1-216-329-9920