



Implementing a Transitional Work Program: Is it Worth it?

Presented by:
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Work Accident



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

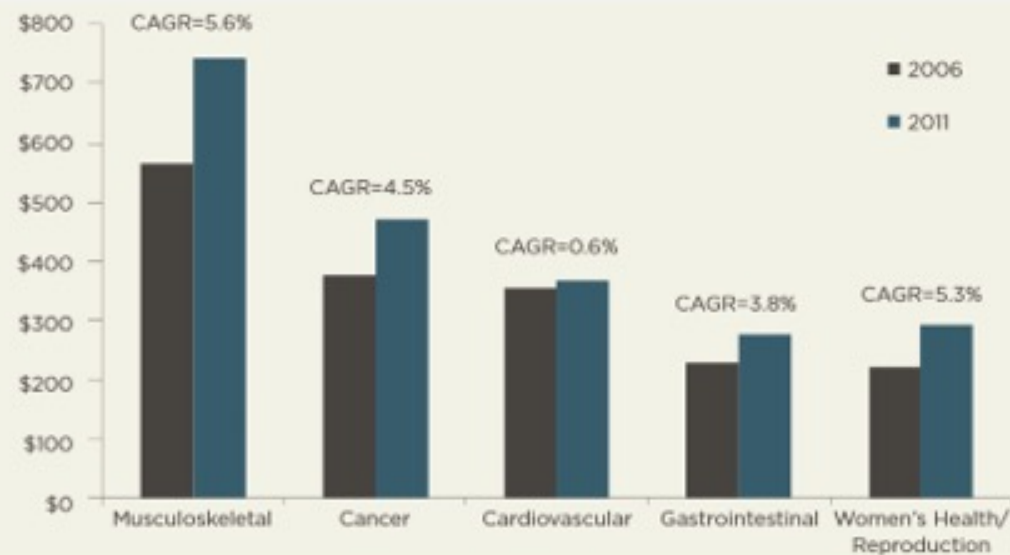
TIME CONSUMING!

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

WHI

Improving Employee Health



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Certified Occupational
Health Nurse

BWC-Certified Transitional Work Program Developer

WELCOME!



*Public Health Nursing ...
Caring for Communities*



Occupational
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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

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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



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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What are some RTW Strategies?

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

Want more ideas?

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



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**

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 a yellow curved arrow pointing left above the text "Transitional Work GRANTS" in a blue sans-serif font. 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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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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