



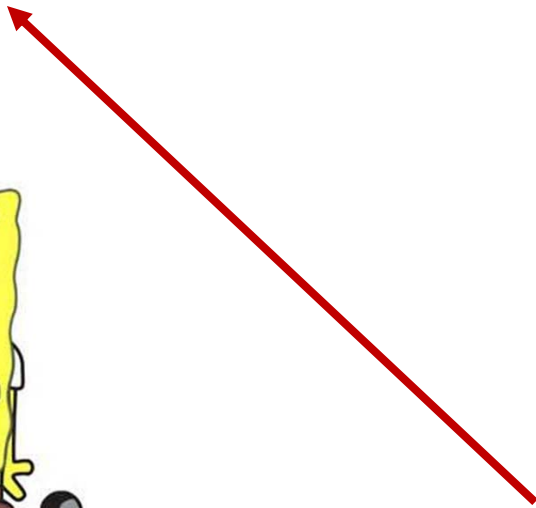
INTERNAL STEPS CRITICAL TO ENSURING SUCCESSFUL RTW

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Overview

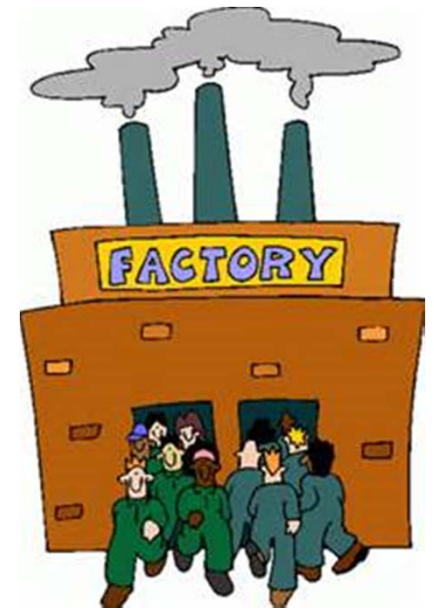
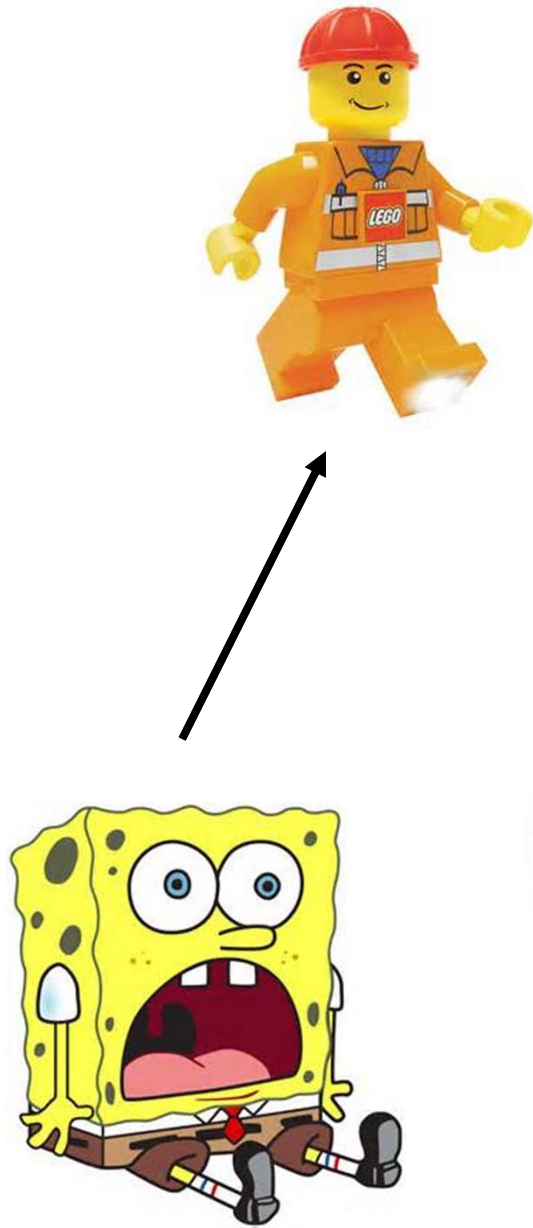
- Getting employees back to work is only part of the battle.....
 - And often the easiest step
- Two Cases that set the stage:
 - RTW post STD/FMLA - knee replacement
 - RTW post WC injury - shoulder impingement





OPPORTUNITY







Reasons for RTW

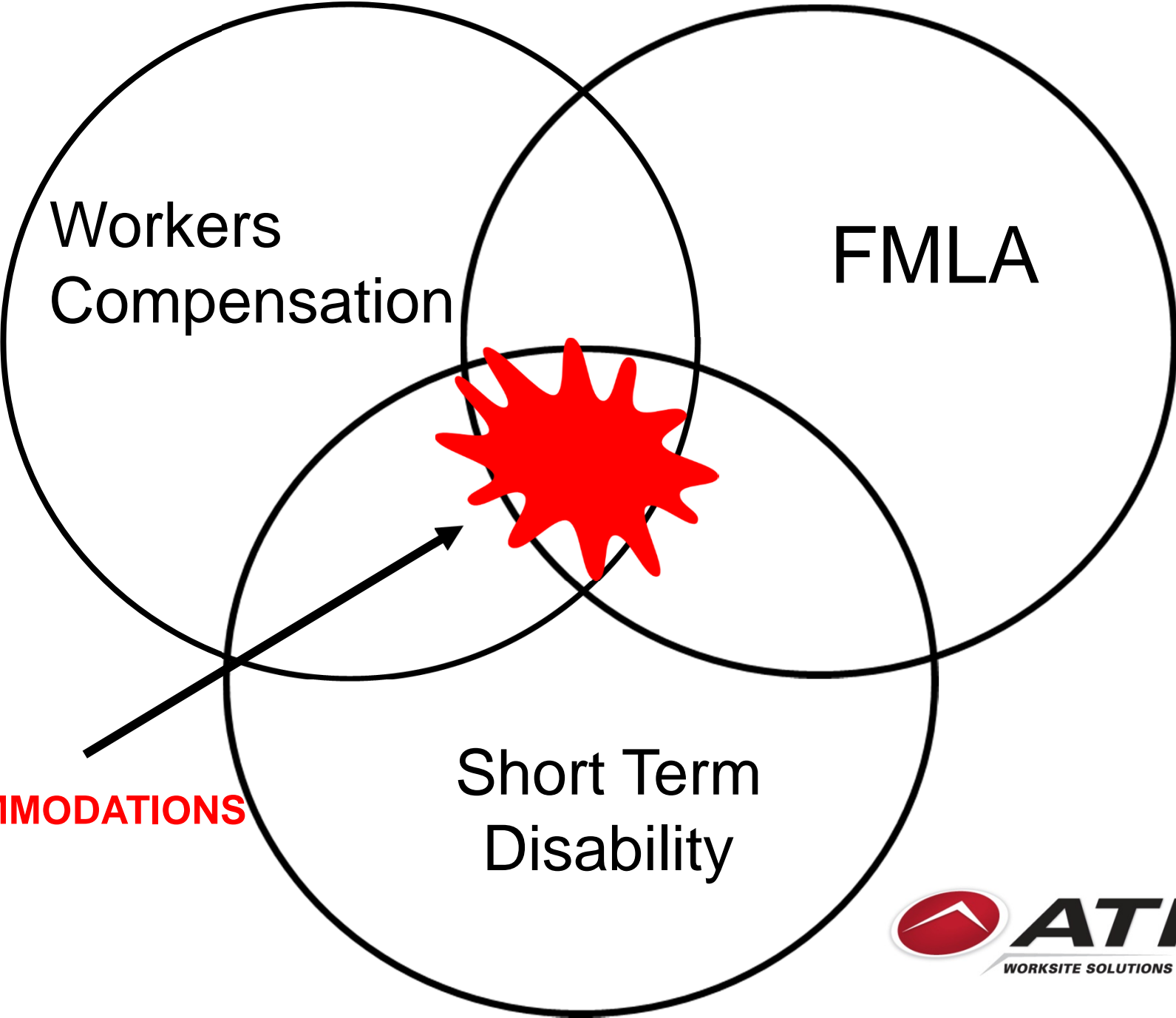
^ FMLA/STD :

- Treated by NON-Occupational MD
 - Unknown job functions
- Unconditional RTW
 - Typically RTW Full Duty
- Unknown condition

^ WC

- Known condition
- Conditional RTW
 - Typically restricted duty



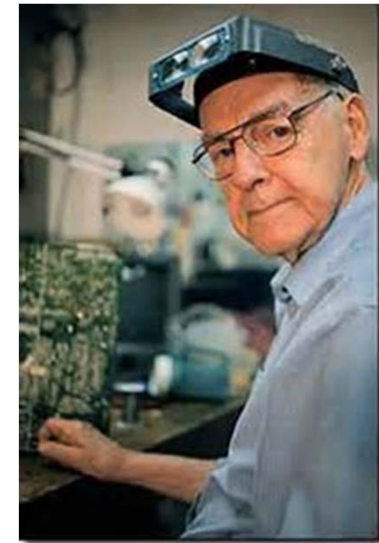


ACCOMMODATIONS



Considerations for RTW

- TERMS of Medical Release
- Can they fully perform
 - Critical and Essential functions
 - Routine Functions
 - Marginal or Non-Essential functions
- By performing their job will the employee put themselves or anyone else at risk



Employer Acceptance of Release

- Does the physician understand the requirements of the job?
- Are there permanent restrictions, braces or meds
- Does the job present any NEW risks to the employee?
- Are they deconditioned?
 - Ready for overtime?
- Is there anyone following up with the employee in the days, weeks after RTW?



Can they fully perform

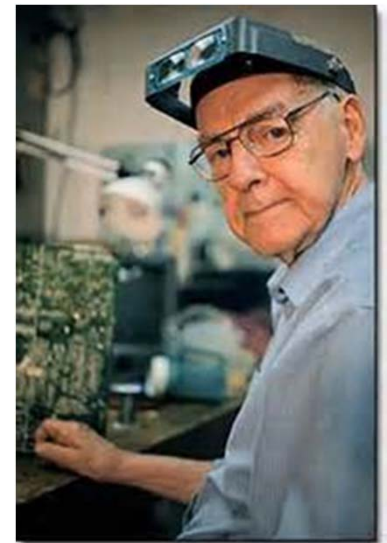
– Critical and Essential functions

– Routine Functions

– Marginal or Non-Essential functions

By performing their job will the

employee put themselves or anyone else at risk




ADA

^ Essential functions

- Employee **MUST** be able to perform
- With or Without accommodation



- 
- Marginal Functions – Functions performed on the job that are not essential to the overall performance and outcome of the job.
 - Essential Functions – Functions of the job that are critical to the overall performance and outcome of the job. The EE must be able to perform these with or without reasonable accommodations.



OSHA AND Recordables

- 1904.7(b)(4)(i)(A) You keep the employee from performing one or more of the **routine** functions of his or her job.....
- 1904.7(b)(4)(ii) For recordkeeping purposes, an employee's **routine** functions are those work activities the employee regularly performs at least once per week.

From this prospective we want to make sure an employee is capable of performing their ROUTINE functions



Rewind and Rework

- ↗ RTW post STD/FMLA - knee replacement
 - Employee
 - Medical
 - Safety



Rewind and Rework

- ↗ RTW post WC injury - shoulder impingement
 - Employee
 - Medical
 - Safety



