

IF YOU BUILD IT, THEY WILL COME

Modified Work Information

Facilitating a RTW with an employer?

Try these tips!

- **Get the employer involved in the conversation** — Make them feel like they have a say in the modified work discussion by asking for their feedback.

Example: If a RTWPM was completed, ask the employer what they felt they got out of the meeting. Did they come out with any ideas? What do they think? If they did not feel they received any benefit from the meeting, ask why.

- **Tell the employer how many days the worker has been off work (TTD days).** Point out that the longer someone is off work, the more difficult it can be for him or her to get back to work. Statistics have shown the longer an injured worker is off work, the more likely they will see themselves as disabled. Modified work can keep the worker focused on their abilities versus disabilities.
- **Modified work can help the worker through the transition phase of returning to work.** Advise the employer that while WCB cannot control employability, modified work can help the worker see that they are employable despite their work restrictions.
- **Ask the employer what the specific job tasks are that the worker cannot perform because of the work injury.** For example, if the worker has a shoulder injury, ask the employer to provide details about the job tasks the worker cannot perform because of the injury. Ask if there is someone else at the job site that could do that part of the job.
- **Set a tentative start date.** If the employer cannot commit to modified work at the time of the call (e.g., they need to discuss with management), try to nail down a tentative start date and agree to a specific day for follow-up discussion.
- **If the employer resists, find out what the barrier is.** If the employer is saying "no" to modified work, ask for more details. For example, "What is preventing you from taking this worker back on modified work?" and follow up with, "How can I assist?"
- **Has the maximum cost per claim been reached?** If not, explain the financial incentives for the employer to offer modified work. Discuss what the maximum cost is for the particular claim, what the costs are currently at, and why the employer will benefit financially by providing suitable modified work.

Every day, every claim, every person counts