

What makes a job option suitable?

For a job option to be suitable, consider all the criteria below:

- Meets the worker's physical abilities** - the worker can do it safely.
 - It is within the worker's confirmed compensable and non-compensable restrictions.
 - Physical Suitability Assessment (PSA) has been completed if the worker has concerns about being able to physically do it.
 - Ergonomic assessments and tools/aids have been identified to overcome physical barriers.

- Meets the worker's vocational abilities** – fits their skill set, qualifications, experience and/or education.
 - Worker has the educational requirements and qualifications.
 - When job options are outside the DOA industry, the worker needs relevant experience. If not, training should be considered.
 - Worker participated in the vocational planning.

- Fits the worker's personality** – fits their interests, aptitude and motivates them.
 - Any job option the worker brought forward has been considered and discussed.
 - The position fits with the workers' overall person – interests, aptitude, psycho-social aspects, age, etc.
 - Worker agrees with position and if not their concerns have been addressed.

- In the worker's area** or available with agreed relocation.
 - Option exists where the worker lives (does not apply to out-of-province or country workers).
 - Reasonable distance to commute (up to 100 km).
 - Relocation has been offered when appropriate.

- Fair reflection of the best earning potential** – given all the above, the salary range is appropriate.
 - How we reached the workers estimated earnings is clearly explained.
 - Reduction plan is based on the LMA/EP yearly increase or 5% year over year cap.
 - For workers who find a job, current procedure suggests the difference between actual earnings and estimated should be within 10%. Where the difference is greater, it still could be the most suitable position, especially if it's with the accident employer – use your judgement.