

Be A Part of PSWCT's New Return to Work Incentive Program!

We know that returning an injured worker to work speeds recovery and reduces the financial impact of a workers' compensation claim. PSWCT's new Return to Work (RTW) Incentive Program was designed with that in mind. There are several requirements to participate in this program. One of the most important is for members to have a viable return to work program within their district. PSWCT will consider a district's return to work program to be "approved" and meeting the eligibility requirement when the following are in place:

Most importantly, members must have a commitment to return their workers to work. This is demonstrated by:

1. Return to Work Program that is documented, preferably online, to show all workers there is a culture of returning to work. Documentation can be in the form of a policy or procedure which lists:

- The District's commitment to return to work.
- The Procedure for when a worker is injured on the job:
 - Report all accidents and injuries online at PSWCT.org.
 - Who to call at district when questions arise (district RTW Coordinator).
 - What is needed to bring to a doctor and what to return to whom.
- That Supervisors / HR will be in contact with the worker if they are off work.
- That a job offer letter will be part of returning to work.

2. There is an assigned RTW Coordinator at the District level.

- Key contact for workers' compensation stakeholder communication and planning.
- Writes return to work letters and job offers.
- Uploads medical information into Origami claim system or communicates regularly with their assigned Claims Consultant.

3. Supervisors / Workers / RTW Coordinator Understand Their Roles.

Supervisors: Remain in contact with their worker, discussing work-related news, and impressing upon the worker that they are wanted back. Discuss RTW accommodations and providing overall support.

Workers: Remain in contact with the District and understanding the RTW conditions.

RTW Coordinator: Main contact for workers' compensation issues. Works with supervisors and workers on light duty jobs. Drafts RTW job offer letters, etc.

4. RTW Procedures and Plans Reviewed with Workers.

- RTW policy or plan on district's website for all to see.
- Information is shared at time of injury.

5. Job offer letters are signed by district and worker to ensure understanding of job, restrictions and conditions of light duty assignment. Medical providers are included in this as well.

Approved Trust Members so far: Auburn, Bethel, Federal Way, Mukilteo, PSESD, Puyallup, Sumner, Tacoma, and White River. Members working towards implementing a program include: Fife, Snohomish, Franklin Pierce, Enumclaw, Issaquah, Mercer Island, and Steilacoom. Many other Trust members see the benefit in return to work as well.

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