

# Return-to-work program improvement

# Return-to-Work Continuum

## Early workplace services

- Early intervention to identify and mitigate RTW barriers
- Act with a sense of urgency to ensure workplace parties are engaged and educated about their RTW responsibilities
- Use appropriate tools/resources to address barriers in a timely manner
- Compliance review

### Early workplace services that include:

- On-site meetings to facilitate RTW planning
- Detailed job analysis
- Job accommodation solutions
- Education on workplace party obligations
- Negotiation of timely RTW plans
- Functional/cognitive work capacity/ergonomic Assessments

## Workplace and employment services

- Longer-term support for RTW with the injury employer and/or helping people find work in the labour market
- Leverage vocational rehabilitation/supportive counselling skills to achieve RTW outcomes
- Use all internal and external resources available to achieve RTW outcomes with the injury employer or new employer
- Compliance review

### Employment-related services that include:

- Workplace services
- Functional/cognitive work capacity/ergonomic assessments and job coaching
- Transferrable skills analysis/vocational assessment
- RTW plans with training – SO development and LMI
- VR/supportive counseling
- Employment services

## Special care services

- Apply a customized return-to-work approach to claims in the MSI, OD, SIP programs
- Longer-term support for RTW with the injury employer and/or helping people find work in the labour market
- Leverage vocational rehabilitation/supportive counselling skills to achieve RTW outcomes
- Use all internal and external resources available to achieve RTW outcomes with the injury employer or new employer
- Education of workplace parties on benefits of RTW
- Compliance review

### Special care services that include:

- Workplace services
- Collaboration and engagement with treating practitioner for safe RTW
- Quality of life services
- Work readiness support for workplace parties
- Functional work capacity/ergonomic assessments
- Transferrable skills analysis/vocational assessment
- RTW plans with training – SO development and LMI
- VR counseling

# Discussion

