

WorkSafeBC: **Recover at Work Best Practices** An Introduction

MAY 2022

Poll question

1. Does your company have a currently operating Return To Work Program?
2. Are you involved in that Return to Work program?

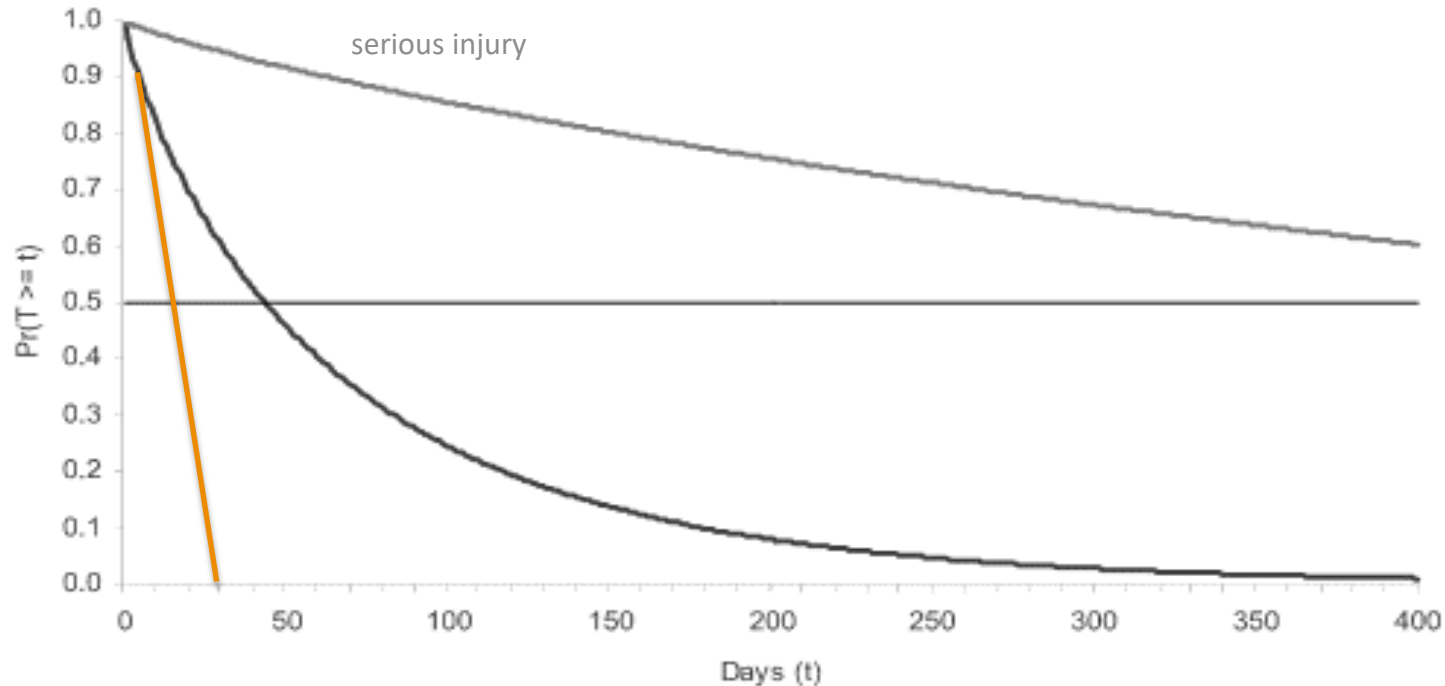
Agenda

- 1 Why are we here?
- 2 WorkSafeBC recover at work best practices
- 3 Employer tools & resources
- 4 What you can do right now – top 3

Why are we here?

Reconsidering “needs more time to recover”

Probabilities of claimants remaining on weekly payments over time



Impact of time loss injuries

Employer

- Financial costs
- Reduced productivity
- Administrative challenges

Employee

- Worsening health
- Loss of social connections
- Less likely to return to work

Early intervention and maintaining connection to your workplace is key

Poll question

What does your organization need before beginning return to work planning for your injured employee?

Waiting game



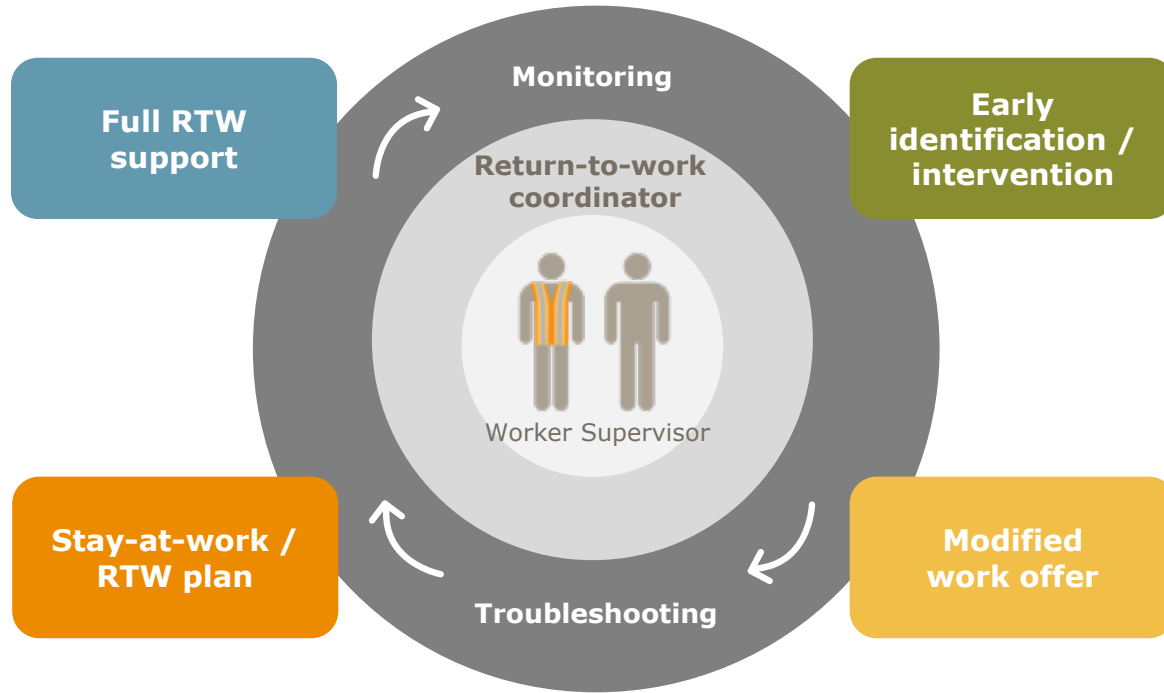
**WorkSafeBC recover at work
best practices**

Recover at work

Recovering at work is a proactive approach to provide injured workers with safe modified work that is appropriate for their injury and keep them connected to the workplace while they recover

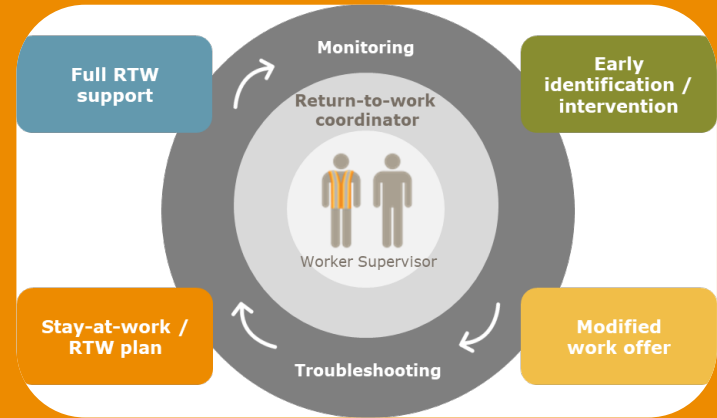
The goal is to facilitate a return to work, prevent further injuries, and optimize recovery

Recover at work process



Poll question

Where does this cycle break down for you?



Communication is vital



“

Communication is the
bridge between
confusion and clarity

~ Nat Turner

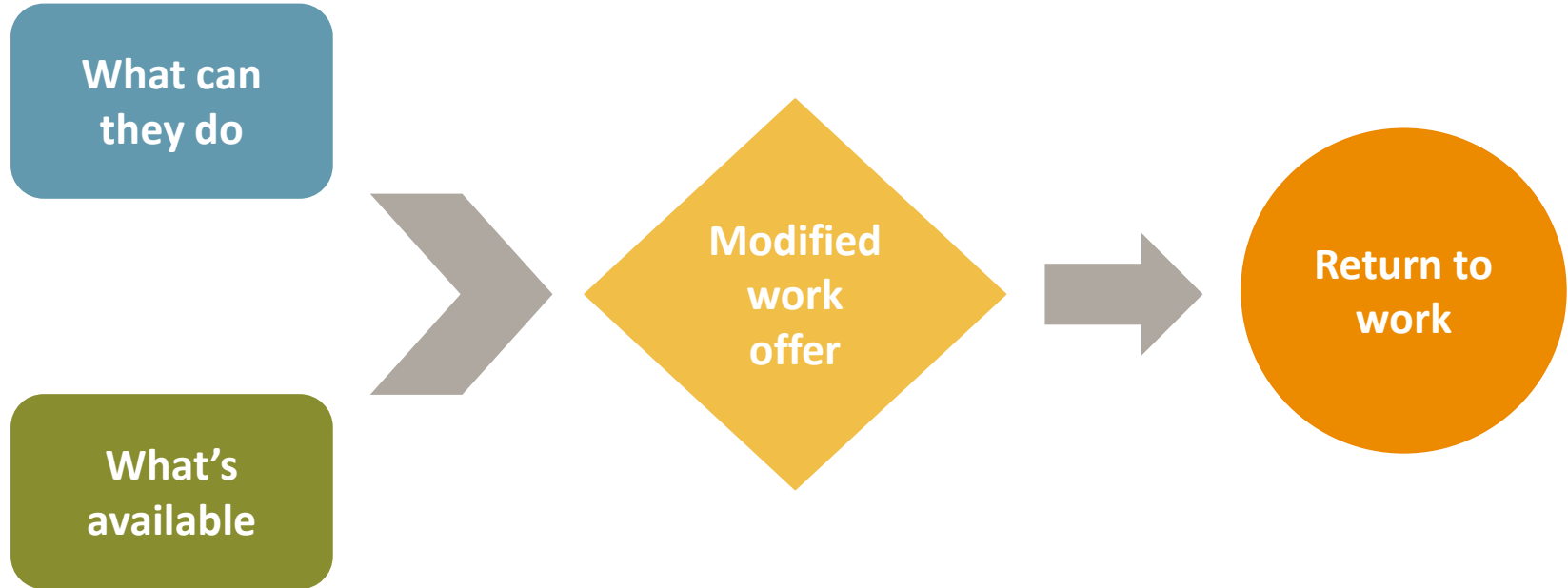
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Collaboration to prevent disability

- Involve supervisors in return to work
- Include the injured employee in planning modified work
- Communicate with genuine care
- Consider every employee's unique factors
- Use doctor / physio as a resource

Collaborative return to work approach

Employers can manage their own RTW



Employer tools & resources

Online tools and resources

WorkSafeBC.com

The screenshot shows the WorkSafeBC website navigation bar with links for Home, Claims, Recovery & work, COVID-19, Health & Safety, Insurance, Claims, and I Am a... There is a search bar and a 'Log In / Create an account' button. The main content area is titled 'Recovery & work' and includes sub-sections: 'Recovery & work', 'What workers need to know', 'What employers need to know', and 'What health care providers need to know'. The 'Recovery & work' section contains text about recovering while at work, stating it is the healthiest option for most people with work-related injuries. It also includes a section 'Recovery at work is good medicine' and 'Focus on what someone can do'.

Guides and Templates

This block displays three overlapping documents. The top document is a 'Sample Employee Checklist' with the heading 'Have you been INJURED AT WORK?'. The middle document is a 'MODIFIED WORK OFFER' form, which includes fields for 'Employee name', 'Employee ID no.', 'Job position', 'Temporary Limitations Restriction', 'Specific duties', and 'Hours of work per day'. It also has checkboxes for 'IF AN EMPLOYEE', 'IF NOT', 'SAME', and 'ONGOING'. The bottom document is a 'Recover at Work starter toolkit for employers' guide, featuring a photo of three workers in safety gear reviewing documents on a table. The WorkSafeBC logo is visible at the bottom right of the stack.

Information Sheets

The information sheet is titled 'Typical Physical Limitations for Common Injuries' and features a photo of a worker in a hard hat and safety vest. Below the title, it states: 'This document provides a list of typical limitations for common physical injuries.' The main content is a table with four columns: Neck, Shoulder, Elbow/Forearm, and Wrist/Hand. Each column lists 'Ensure' and 'Avoid' actions for workers. The 'Neck' column includes actions like 'The worker can self-space and/or take micro breaks' and 'Activities with arms above shoulder level, including reaching down'. The 'Shoulder' column includes 'The worker can self-space and/or take micro breaks' and 'Holding the arm outstretched for periods especially while holding up, down, or over the shoulder'. The 'Elbow/Forearm' column includes 'Repetitive or sustained gripping, especially where high forces are required' and 'The use of impact tools (including power tools and hammers)'. The 'Wrist/Hand' column includes 'Repetitive gripping, especially where high or sustained forces are needed' and 'Extreme postures of the wrist, especially with force'. The WorkSafeBC logo is at the bottom right.

Neck	Shoulder	Elbow/Forearm	Wrist/Hand
Ensure <ul style="list-style-type: none"> The worker can self-space and/or take micro breaks Limit <ul style="list-style-type: none"> Activities with arms above shoulder level, including reaching down Activities with lifting and carrying to light or medium loads Hanging weights or Ladder climbing Avoid <ul style="list-style-type: none"> Lifting and carrying with arms above shoulder level Extremes of looking up, down, or over the shoulder, especially if sustained for more than a few seconds 	Ensure <ul style="list-style-type: none"> The worker can self-space and/or take micro breaks Limit <ul style="list-style-type: none"> Climbing ladders above shoulder level, including reaching down Activities using arm above shoulder level, including reaching down Activities which require lifting and carrying to light or medium loads Avoid <ul style="list-style-type: none"> Holding the arm outstretched for periods especially while holding up, down, or over the shoulder, especially if sustained for more than a few seconds 	Ensure <ul style="list-style-type: none"> The worker can self-space and/or take micro breaks Limit <ul style="list-style-type: none"> Repetitive or sustained gripping, especially where high forces are required Activities which require lifting and carrying to light or medium loads The total time spent keyboarding or driving Avoid <ul style="list-style-type: none"> The use of impact tools (including power tools and hammers) Hanging weights or Forearm rotations Pressure on the elbow 	Ensure <ul style="list-style-type: none"> The worker can self-space and/or take micro breaks Limit <ul style="list-style-type: none"> Repetitive gripping, especially where high or sustained forces are needed Lifting and carrying to light or medium loads The total time keyboarding or driving Avoid <ul style="list-style-type: none"> Extreme postures of the wrist, especially with force

Employer Return to Work Programs



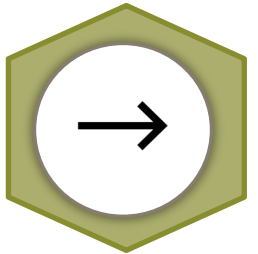
Self-Help Tools

Online tools to help guide employers in managing RTW and to develop RTW programs



Short-term Interventions

Provides focused assistance to address employers' issues and to improve their RTW performance



Early Access to Physio Program

Direct access to physiotherapy clinic with treatment and RTW planning, for qualified employers



RTW Training and Education

RTW for Leader
RTW for Supervisors
RTW Coordinator Workshop



Employer RTW Support

Help line and email to provide employers with RTW support and advice: 1.877.633.6233
EmployerRTWPrograms@worksafebc.com



Engagements

Partnership with employers to provide RTW program consulting assistance

What you can do right now

What you can do right now

1. Be Prepared – Don't wait to plan until after it happens

1. Develop processes and forms
2. Know jobs that can be segmented, shared, or are value-added
3. Provide ongoing employee education

What you can do right now

2. Act Quickly – same day or next shift action required

1. Get involved day of injury and stay involved
2. Ask your employee what activities they can do
3. Offer modified work, and monitor / modify duties as needed
4. You and your employee each report to WSBC that day

What you can do right now

3. Get Support – Contact WorkSafeBC if you have questions

1. Claim call centre for pending or system-owned claims
2. Claim owner
3. Nurse line

How to reach us

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- **RTW Nurse Line**

- Phone: 604.279.8155 (Lower Mainland)
- Toll-free: 1.877.633.6233

Thank you!