

# Lake County Safety Council Thursday, August 12 Meeting



***Back to the Basics: How  
Transitional Work is Fundamental  
to Your Safety Program***

## Event Sponsor

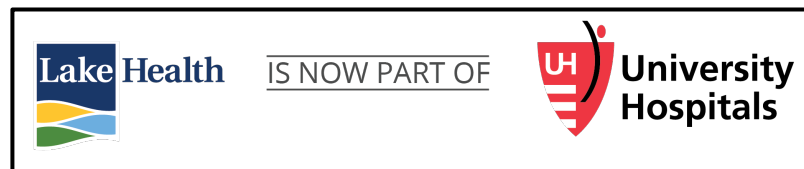


***HZW Environmental  
Consultants***

## Event Sponsor



*Lake Health  
Occupational Services*



# Event Sponsor

## *Lake Health Occupational Services*



IS NOW PART OF



### Occupational Services Department

8655 Market Street  
Mentor, Ohio 44060  
P: 855-LAKE-OCC (855-525-3622) or 440-354-1990

#### Service Locations:

Call 855-LAKE-OCC (855-525-3622) to schedule all physicals.  
Please do not bring children to the clinic for your appointment/testing.  
Candidate/Employee MUST WEAR A MASK into the clinic for testing.

#### LAKE COUNTY

UH Brunner Sanden Deitrick Wellness Center  
Urgent Care  
8655 Market Street  
Mentor, OH 44060  
P: 440-255-6400  
F: 440-701-7648  
Hours:  
Monday-Friday 8 am - 8 pm  
Saturday/Sunday 9 am - 5 pm

UH Willowick Health Center  
Urgent Care  
29804 Lakeshore Boulevard  
Willowick, OH 44095  
P: 440-585-3322  
F: 440-585-1962  
Hours:  
Monday-Friday 8 am - 8 pm  
Saturday 9 am - 5 pm  
Sunday Closed

#### GEAUGA COUNTY

UH Chardon Health Center  
510 5th Avenue  
Chardon, OH 44024  
P: 440-279-1525  
F: 440-279-1527  
Hours:  
Monday-Friday 8 am - 4 pm  
Saturday/Sunday Closed

For injuries and after-hours Post Accident/Reasonable Suspicion Drug/Alcohol Testing:

**EMERGENCY DEPARTMENTS** are 24/7 at:

UH Lake West Medical Center  
36000 Euclid Avenue  
Willoughby, OH 44094

UH TriPoint Medical Center  
7590 Auburn Road  
Concord Twp., OH 44077

UH Madison Health Center  
6270 North Ridge Road  
Madison, OH 44057

Revised 6/21





# *Back to the Basics: How Transitional Work is Fundamental to Your Safety Program*

Presented by:

**Shanna Dunbar BSN RN COHN-S**

# Work Accident



Paperwork – find a provider (OSHA – RTW) – get EE back to work – find EE a job to do

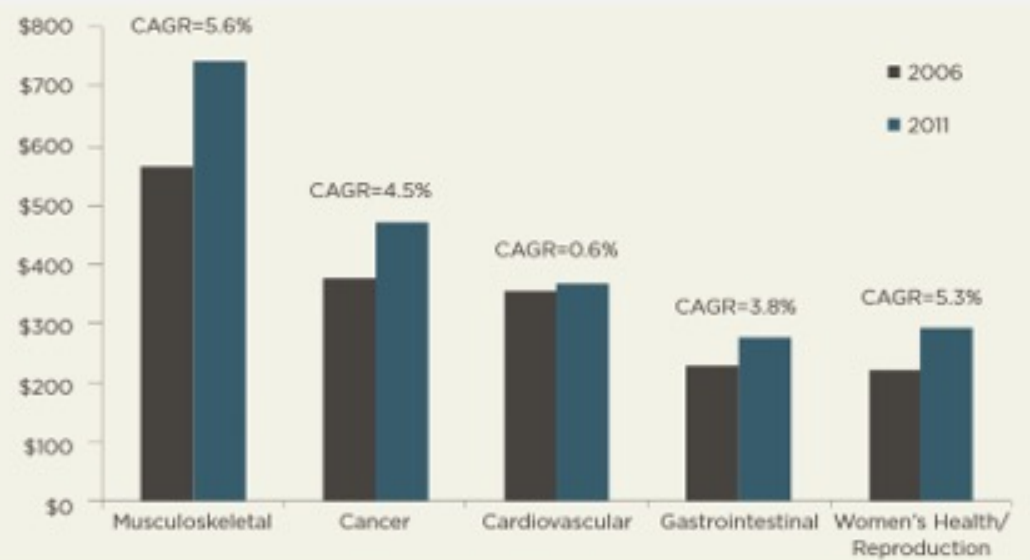
**TIME CONSUMING!**

## Musculoskeletal Health and Wellness

### ***The Problem ....***

“Musculoskeletal conditions are the costliest and most rapidly growing group of diseases.”

*Truven Health Analytics*



Spending PMPY by Major Diagnostic Category

**This leads to worker absence in high or low demand jobs!**

# Work Restrictions and Disability

**Workers with health problems**



**Inconsistent Doctor's Restrictions**

**Job Modifications**



**Employers with Job Functions**

**Unclear Functional Job demands**

**Gaps exist in:**

1. What employers require of workers
2. What providers understand about jobs
3. What workers are safely capable of doing

**Work-Related OR  
Non-Occupational**





Improving Employee Health



**Shanna S. Dunbar**  
[BSN RN COHN-S]

Certified Occupational  
Health Nurse

BWC-Certified Transitional Work Program Developer

WELCOME!



Occupational  
Health Nurse

*Mobile device audience participation for your event.*

# ENTER EVENT KEYWORD

**HEALTH**

**JOIN EVENT**

(type **demo** to try it out)

[www.kiwilive.com](http://www.kiwilive.com)

# 5 cost-effective programs for any size company

- Injury and Illness Prevention Program
- Transitional Work Program
- Health Promotion Program
- Employee Assistance Program
- Pre-placement Health Screening Program



# How the Money flows in Workers' Compensation



# WC Benefits



- Employers pay premium
  - # employees/risk of job
  - frequency vs. severity
- Premium based on experience
  - Last 5 years
  - Ohio BWC pays for the life of the claim

WHI

Improving Employee Health



# WC Benefits

- WRI – AOE/COE = Compensable
- **No Fault!** ~ No dispute – limited liability
  - NO attorneys needed

## Benefits:

- Medical Costs
- Indemnity costs (lost time)
- Temporary Total Disability
- Permanent Disability





## Medical Costs

- Provider exams
- Diagnostic testing:  
X ray, MRI, CT scan
- Physical Therapy



# Indemnity Costs

- Lost time after 7 days
- Temporary Total Disability
  - 2/3 of wages
  - Tax-free

**SEVERE**

Reserves are Set



# Why getting an employee back to work – works!

## Lost Time – Back Sprain

- Medical costs
  - PT \$3500
  - Medical \$1500
- Indemnity (LT) Costs
  - 4 weeks = \$600/wk
  - \$2400

Severity “ON”

- Reserves = \$30,000??

PREMIUM = 2x (for 5 yrs)

**TOTAL= \$150,00/5 year**

Which  
would you  
rather have?

## RTW – Back Sprain

- Medical costs
  - PT \$3500
  - Medical \$1500

NO indemnity – Transitional work –  
rehab ON the job

NO severity ‘turned on’

No premium rise ~unless medical  
costs ↑↑

**TOTAL= \$5000/5 year**



- Get workers BACK TO WORK  
Keep employees working and  
productive and saves you money!



*Mobile device audience participation for your event.*

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# Transitional Work Programs



# What is Transitional Work

- **Work-site program for workers with physical restrictions**
- **Light Duty vs. Transitional Work**
- **Progresses the worker to a specific job**
- **Time limited and individualized**

**WHI**  
Improving Employee Health



# What are some RTW Strategies?

- Modify work activities
- Modify work schedule
- Create specific modified job list
- Volunteer work
- Training



# What is included in the TWP development:



- Policy and Procedure=Roadmap
- Functional job analyses
- Establish provider relationship
  - OH Clinic and Therapy providers
- Employee/Supervisor Training
- On-site therapy/field NCM



# How are TWP deliverables used?



- Policy and Procedure:
  - WRI and non-occupational
  - Keep workers productive
- Functional job analyses
  - Find new hires to fit functional demands
  - Identify ergonomic issues
  - Return worker from FMLA/WC
- Occupational Health Providers





## BENEFITS of Transitional Work Programs

# Benefits of Transitional Work



- Less time consuming - roadmap
- Experiences a smoother transition back to regular duty
- Job skills stay current
- Maintains work relationships
- “Hand hold” cases with a field nurse case manager or onsite physical therapy



# Benefits of Transitional Work

Work-related  
OR NOT



- Reduce Health Care Costs and WC premiums
- Keep Workers Productive
- Less de-conditioning
- **Recover more quickly**

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Bureau of Workers'  
Compensation

Grants up to \$6300  
Covers up to 100% of costs



Began June 1, 2021 – even if had previous TW grant in past

**Want info about the grant?**

Go to: [Kiwilive.com: HEALTH](https://kiwilive.com/HEALTH)

# Transitional Work Program

↓ Costs

↑ Pr

Functional JA

↓ Deconditio

non-occ

↓ Replacement

relationships

Keep employees  
working!

The BWC Grant **COVERS**  
the **COST** of  
development!\*

\*even if you have had a TW grant in the past you are eligible AGAIN!

**TEXT** your **name and email address** to: 1-216-329-9920

# Next Steps

## Transitional Work Programs

- **Apply for Transitional Work Grant**
  - (Complete TWG-1 form at [bwc.ohio.gov](http://bwc.ohio.gov))
- **Identify a developer** (list on Ohio BWC website)
- **Provide list of job titles to developer**
- **Schedule start date to begin development**





# QUESTIONS????



**Shanna S. Dunbar**  
[BSN RN COHN-S]

Certified Occupational  
Health Nurse

BWC-Certified Transitional Work Program Developer

# TW BONUS Program

Transitional  
Work Programs

- Back-end discount program
  - (Complete TWB-1 form at [bwc.ohio.gov](http://bwc.ohio.gov))
- Show you used your TWP
- Up to 10% off next premium
- Ohio BWC gives \$1-4Million back to employers each year



# Return on your investment

Employer	TW Grant	BWC Reimbursement 100%	Employer Contribution	TW Bonus	Bonus Payment
Transit Authority	\$3,520.00	\$3,520.00	\$ 0.00	7.5%	\$46,627.32
City	\$ 5,600.00	\$ 5,600.00	\$ 0.00	10%	\$40,682.29
City	\$ 5,600.00	\$ 5,600.00	\$ 0.00	10%	\$ 35,802.63

*\*data from BWC TW developer slide deck 2021*



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Thank you!

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CELL: 1-216-329-9920