

## Getting Employees back to Work.....

*The short term Light Duty Return to Work program that is facilitated by Risk Management is a program that allows an employee to continue working while recovering from an on the job injury.*

*This is a 24 week program that allows the employer to place the worker in the department and insuring that the workers has reasonable accommodations to recover, and still get a pay check.*

State of Alaska

# LIGHT DUTY

## Return to work program

### Risk Management



State of Alaska

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## What's the Scoop??

**WHO:** Return to Work Light Duty Coordinator, at the Division of Risk Management

**WHAT:** Light Duty Return to Work Program

**WHEN:** We implemented our pilot program November 1, 2013



*Lets get moving.... This increases morale and helps in healing faster.*

**WHY:** Risk Management processes all the Workers Compensation for all State of Alaska employees, and there are dozens of injuries every day that cause our state workers to be out of work for weeks, months and sometimes years. Research has shown that there is only a 50% chance that an injured employee will

return to work after a 6 month absence; this declines to a 25% chance after a year absence and drops to a shocking 1% chance after a two year absence. This needs to change.

## How will it work?

When an employee has missed 3 days, our Light Duty Coordinator (LDC) will be notified.

The LDC will work closely with the supervisor, treating physician, adjuster and employee to ensure that the employee can return to work in a "light duty/modified duty" status within their department once released by their physician.

The employee **can** remain in light duty status for not more than 24 weeks (6 months).

If it is determined that the employee cannot return to their regular work, other options or benefits under the Workers' Compensation Act may be explored.



*Keeping an employee active in their dept. keeps them informed on every thing going on.*

## Benefits:

So, what are the benefits?

### Employee:

- Reduced WC costs (including medicals)

- Increased operational productivity.
- Good will is established between the employer and employee.
- Eliminates or reduces hiring and training substitute employees
- Retention of trained & experienced employees
- Co-workers are not assuming the workload of the injured employee, work is shared to allow the injured worker to do what they are able to do, while allowing the non-injured worker to assume the responsibilities that the injured worker can not do.

## Employee:

- Improved self-esteem, morale, and personal security
- Reduced financial hardship
- Reduced stress over continued employment and boredom that typically results in the recuperation phase



- Maintain the pre-injury relationship with fellow employees.
- Motivates employees to get back to their regular duties.
- Maintain seniority & benefits while they recover
- Keeps the injured worker mentally & physically conditioned to the regular work schedule.

## SUMMARY:

Benefits to numerous, is reduced compensation



the program are the overall benefit to the State of Alaska Workers Compensation

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