

EMPLOYERS

One of your workers is injured and can't return to work. As an employer, what can you do to help?

Meet with your injured employee and discuss the information contained in the Functional Abilities (FA) form, which has been filled out by a health care provider.

The FA form outlines what the injured worker is capable of doing and what they should not do in the workplace. It's a way to decide on what work that person could do, which keeps them active and tied into their daily routine, and that leads to quicker healing.

Based on your knowledge of the workplace and the worker's knowledge of the job, can the worker return to his or her pre-injury job with the limitations and/or restrictions noted on the FA form? Can you modify the workplace or pre-injury job duties? If the answer is yes to either of these questions then the worker can return to his or her job.

Be Creative! Although the goal is to return the worker to their pre-injury duties, explore suitable work duties that may or may not need to be modified to meet their immediate functional abilities. Develop a plan that starts with suitable work and gradually moves toward the pre-injury job as the worker recovers.

Be Flexible! YWCHSB would be pleased to assist you if you are having problems working out a realistic solution. (Even before the decision of whether or not the injury is work-related has been made by the YWCHSB)

Call YWCHSB. We have the staff and experience to assist you and your worker in the healing and return to work process.

Set a communication schedule to stay in close contact with your employee about the return to work plan. Remember, you and your worker are partners in return to work. Your plan will need to be reviewed and revised as appropriate, every time you receive a new Functional Abilities form.

Provide the YWCHSB with any information requested about your employee is doing at work.

The YWCHSB will process your employee's claim as quickly as possible, but don't wait for a decision to take action. Start planning right away on how to get your employee back to work.

This new approach to returning injured workers to their jobs safely and quickly benefits employers and injured workers. It's also the law.