



YUKON WORKERS'
COMPENSATION
HEALTH AND
SAFETY BOARD

RETURN-TO-WORK
SUBJECT: PROGRAMS POLICY NO.: CS - 09
BOARD APPROVAL: [Signature]
APPROVAL DATE: 95-03-08
BOARD ORDER NO.: _____
EFFECTIVE DATE: 95-03-08 **REVOKED**
JAN 01 2005

POLICY STATEMENT

[Handwritten initials]

*replaced with CS-11
Rehabilitation Policy
effective Jan 1, 2005*

SECTION
REFERENCE: **1, 30**

POLICY: **RETURN-TO-WORK PROGRAMS**

GENERAL INFORMATION

Return-to-work programs are one aspect of vocational rehabilitation. A combination of return-to-work programs may be used in the rehabilitation of a worker. Return-to-work programs promote a worker's return to employability and ultimately employment.

All claims decisions are appealable to the Workers' Compensation Health and Safety Board.

POLICY

A. GOAL OF RETURN-TO-WORK PROGRAMS

The principal goal of return-to-work programs shall be to rehabilitate workers so that they can safely return to work as soon as possible.

To meet this goal, the sequential hierarchy of vocational rehabilitation objectives, sections (a) to (e), shall be followed:

- (a) return to the same work with the same employer;
- (b) return to similar or comparable work with the same employer;
- (c) return to different, but suitable work with the same employer;
- (d) return to similar or comparable work with a different employer; and
- (e) return to different, but suitable work with a different employer.

B. OBJECTIVES OF RETURN-TO-WORK PROGRAMS

The objectives of return-to-work programs shall be as follows:

- * to preserve, as closely as possible, a worker's pre-disability earning capacity;
- * to reduce a worker's period of disability;
- * to reduce or avoid negative effects on a worker resulting from long term absences from work;
- * to retain a worker's employment skills;
- * to maintain a worker's contact with co-workers and employer;
- * to improve a worker's physical, social and psychological well being after a work-related disability; and
- * to assist a worker maintain dignity and self-esteem.

C. HIERARCHY OF RETURN-TO-WORK PROGRAMS

Although the hierarchy is sequential in nature, it is fluid in its application. Subsequent options are only undertaken once all preceding options have been examined.

1. GRADUATED RETURN-TO-WORK

A graduated return-to-work program is a return-to-work program which permits a worker to gradually and safely resume employment through a steady progression of hours and/or duties tailored to the needs of the individual.

2. MODIFIED WORK

Modified work is the modification of a job, task, function or combination of tasks or functions, and the alteration in duties, hours or expectations related to a job so that a worker may reasonably be able to perform the work.

3. TRIAL WORK

Trial work is a trial placement of a worker with an employer to test and assess a worker's functional capabilities in a job setting.

4. WORK SITE MODIFICATION

Work site modification is any and all modifications to a work site, job, or tasks that will accommodate a worker's abilities and/or functional limitations.

5. TRANSFER TO AN ALTERNATE JOB

Transfer to an alternate job is the transfer of a worker to a different job which is appropriate for a worker given a worker's physical and psychological capabilities, skills, and aptitudes.

6. ON-THE-JOB SKILL DEVELOPMENT FOR ALTERNATE WORK

On-the-job skill development for alternate work is the enhancement of a worker's skills through employment in an alternate job.

REFERENCES

Workers' Compensation Health and Safety Board:

Rehabilitation Policy Statement

Vocational Rehabilitation Policy Statement

Fitness for Employment, Suitable Occupation, "Deeming" Policy Statement

Suspension, Reduction and Termination of Compensation Policy Statement

Chronic Pain and Chronic Pain Syndrome Policy Statement