

# ARE YOU SUPERVISING/MANAGING AN EMPLOYEE IN A RETURN-TO-WORK (RTW) PROGRAM?

**W**ork is about much more than a pay check. Work gives us an identity and a sense of self-worth. Work has meaning. It helps define us. We get personal satisfaction from a job well done. Beyond the personal impact, work is an essential element in our society. It is the glue that holds our community and our economy together.

When injury occurs, staying connected to the workplace and continuing to work are important factors in recovery.

The longer employees are off work, the less likely they are to return. So when an injury does occur, the best result for everyone is a safe and timely return to work.

The WCB's goal is to work with employers, employees, unions and health care providers to ensure this happens.

## BENEFITS OF A RETURN-TO-WORK PROGRAM

- Helps employees stay active, which speeds up recovery
- Minimizes impact on the employee's family
- Shifts the focus from what employees can't do to what employees can do
- Maintains an employee's sense of confidence and value
- Allows employees to stay in contact with co-workers and the workplace
- Keeps employees involved
- Reduces or eliminates lost-earnings

## HOW CAN I SUPPORT A RTW PROGRAM?

- Actively **participate** and **cooperate** in the Return-to-Work program
- Create a **supportive environment** for the injured worker
- Be **patient** and understand that everybody heals differently
- **Communicate** the importance of the RTW process with all team members
- **Ensure** you and your employee know **what tasks are safe for them to do**
- Maintain **confidentiality and privacy** at all times
- Maintain **contact** with the **case worker** assigned to the specific case