

Workers' Compensation and Company Nurse

Overview



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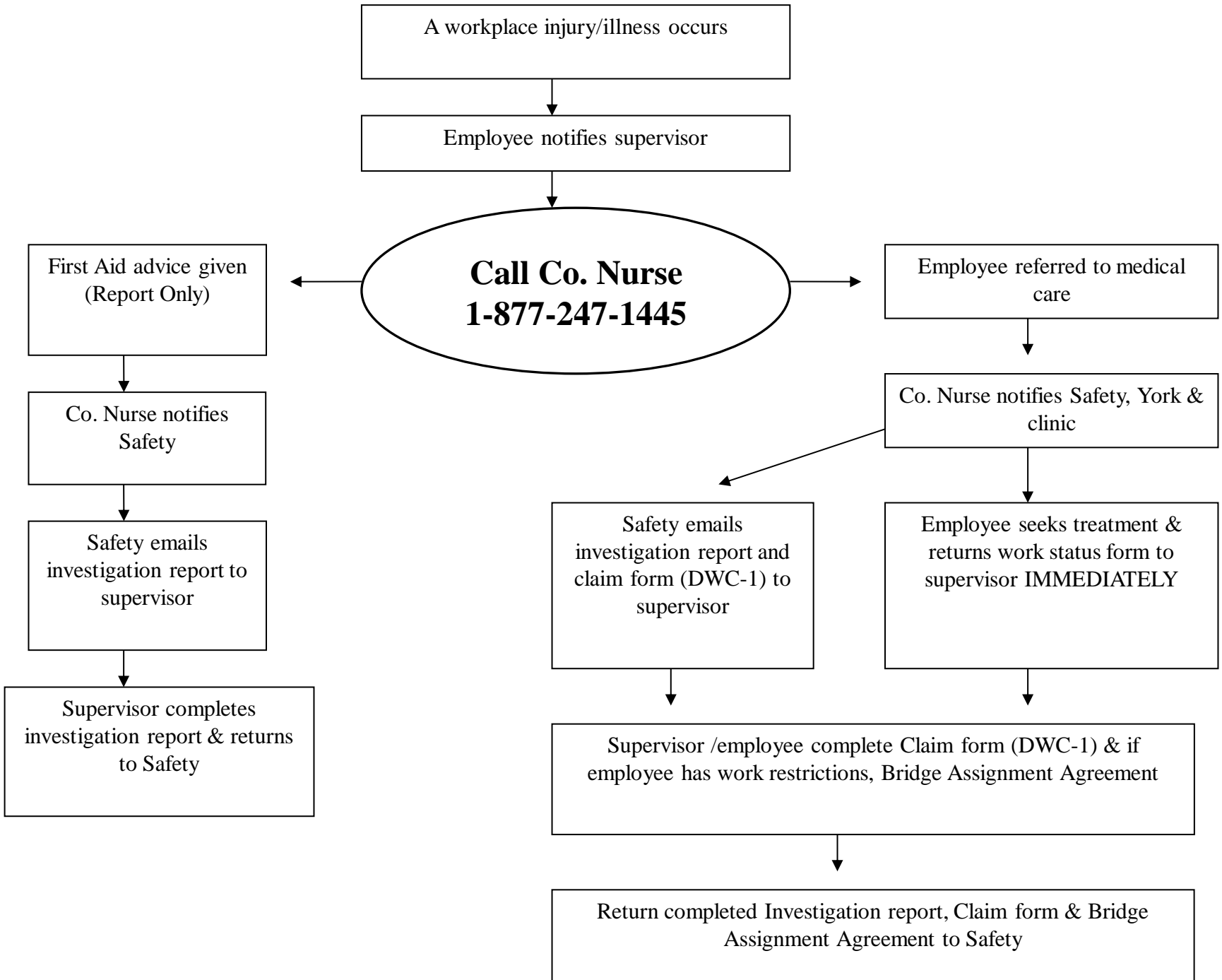
Objectives:

- Introduce New Reporting
 - Company Nurse
- Review Employee and Supervisor Responsibilities
- Identify Red Flags

Company Nurse Telephonic Reporting

- ▶ “Invite the call” philosophy
- ▶ TLC approach by intake RN
- ▶ Comprehensive data gathered on the day of injury by RN.
- ▶ Electronic claim submission– less paperwork
- ▶ Effective medical channeling to occupational providers– supervisor’s don’t have to make treatment decisions

Company Nurse
877-247-1445



Employee Responsibilities

- ▶ Report work-related injuries to Company Nurse within 24 hours.
 - Obtain medical referral if needed
 - Advise supervisor
- ▶ Receive medical attention if needed
- ▶ Talk with supervisor about:
 - Accident investigation
 - Capabilities determined by medical provider
- ▶ Communicate with York and Safety and complete timecard correctly
- ▶ Return to work immediately upon release
- ▶ Attend all medical appointments
- ▶ Work safely within medical restrictions

Supervisor Responsibilities

- ▶ Coaching & Leading
 - Ensure employees are aware of their post injury/accident responsibilities
 - Provide DWC-1 (state claim form) to Employee's that require medical care within 24 hours
 - Complete Supervisor investigation form and return to Safety
 - Provide a Bridge Assignment if needed and complete agreement and return to Safety
 - Implement corrective actions

Supervisor Responsibilities (cont.)

- ▶ Communicate Return to Work Expectations
 - Review Bridge assignment responsibilities with employee
 - Advise employee to provide all medical reports after each appointment to the Supervisor
 - Coordinate employee's return to work with Safety

Supervisor Responsibilities (cont.)

- ▶ Support Employees Returning to Work
 - Modify tasks to meet employee's capabilities
 - Complete Bridge Assignment Agreement with employee and Safety
 - Ensure timecard is completed correctly
 - Communicate any change in work status to Safety
 - Hold employee accountable for working safely
 - Keep in touch with employees losing time

Red Flags

- ▶ Delay in reporting injury
- ▶ Other employment contributed to injury
- ▶ Seasonal work ending/potential work stoppage
- ▶ Frequent injury repeater
- ▶ Involvement in high-risk sports or hobbies
- ▶ Injury follows denial of time off request
- ▶ Injury follows disciplinary action/reduced hours
- ▶ Dissatisfaction with job/assignment
- ▶ Difficult to contact either in person or by phone
- ▶ Cancels appointments or no-shows
- ▶ Switches doctors often
- ▶ Longer than normal recovery period

Summary

- ▶ Know the claims of your employees
 - ▶ Conduct thorough investigations
 - ▶ Communicate red flags
 - ▶ Stay in touch with your employees
 - ▶ Cooperate with Safety – communicate any change in status
 - ▶ HIPAA– Do not share any information regarding employees medical
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