



— formalizing a transitional work program and policy

Transitional work (modified duty) provides injured employees with opportunities to recover and build the necessary strength for their regular jobs, while avoiding lost work days. Employers can best serve their employees by formalizing a transitional work policy and process. They can develop their own program or utilize the BWC's Transitional Work Grant Program to cover most of the development costs.

Transitional work programs

The team at Sedgwick MCO helps employers implement a transitional work program and develop a manual outlining their policy and the procedures for the program. This includes:

- Providing template options
- Defining program objectives and eligibility
- Developing a referral process
- Establishing entrance/exit requirements and program time limits
- Identifying provider partners, occupational clinics and on-site therapists
- Providing roll out training and ongoing education on program objectives for supervisors and employees

Employers may also develop a program using the Transitional Work Grant Program provided by the Ohio Bureau of Workers' Compensation (BWC). The Sedgwick MCO team will help clients identify a developer who would be responsible for driving this program.

Transitional Work Grant Program

BWC's Transitional Work Grant helps employers develop a tailored transitional work program that is right for their business.

Eligibility

Ohio employers that did not develop a BWC Transitional Work Grant Program between 2001- 2006 can submit applications. Employers

that have been in existence for a minimum of two years are eligible to participate. Employers that are not eligible include those that have previously received a BWC Transitional Work Grant or only have elective coverage, self-insured employers and Ohio State Agencies.

Grant levels

BWC's program offers 3-1 matching grants based on company size. Below are the grant totals:

- 11-49 employees – up to \$2,900
- 50-199 employees – up to \$5,200
- 200+ employees – up to \$6,300

Applying for a grant

Sedgwick MCO can assist with the application process. The application is available at www.bwc.ohio.gov.

Upon approval, a BWC-certified transitional work developer must be selected by the employer and they will complete the five required program components:

- Transitional work policy
- Community resources (preferred providers)
- Employee training/training plan
- Job analyses
- Program evaluation



BWC will distribute funds to an employer after a grant application has been approved. The employer will need to submit a written plan and documentation of payment for the transitional work developer's invoice. Employers will be reimbursed for 75% of the cost up to the grant maximums listed above.

TWB program

Employers that successfully utilize transitional work programs to help injured employees return to work can qualify for a premium rebate as a part of the Transitional Work Bonus (TWB) program offered by BWC. Employers that create their own transitional work program or develop a program using the Transitional Work Grant are eligible to apply.

The TWB program offers a rebate of up to 10% off the annual premium rate. The calculation is based on the percent of eligible claims that utilized transitional work services to return to work. For example, if an employer had five eligible claims during the program year and they were able to accommodate four of the five (80%) through transitional work programs, they would receive a rebate equal to 8% of their annual premium minus BWC administrative costs. Sedgwick MCO manages many of the key steps to ensure the maximum rebate for clients.