



Return to Work (RTW) Incentive Program

Overview

Puget Sound Workers Compensation Trust provides workers compensation coverage for 34 Member school districts regionally. In the event of a workplace injury, claims management services will work to restore function with the goal of returning injured workers back to work. Nationally and at the Washington State level, there are scientific findings that support the financial and psychosocial benefits of doing so.

- Temporary light-duty work is a part of the recovery process, increasing the likelihood of a successful return-to-work.
- Temporary light-duty work can minimize the amount of time off work, thereby reducing time loss payments, medical bills etc.
- 50% of injured workers who don't return to work after 12 weeks are more likely to never return to work resulting in ongoing time loss payments and increased employer costs.

Members are eligible to receive a financial incentive to return their injured employees to work by providing modified or alternate duty due to temporary medical restrictions. To receive an incentive, the Member must have an approved RTW Program in place. Once this occurs, Members with eligible claims can receive reimbursement for 50% of that worker's salary – up to \$10k or for 90 days of work, whichever comes first. This reimbursement can be used at the District's discretion.

Eligibility Requirements

Members must have a commitment to returning their injured workers back to work by creating a process/program for doing so.

1. The return-to-work program is documented. This can be in the form of a policy or procedure. PSWCT and its community have ready-to-go policy/procedure samples to help implement your programs.
2. The return-to-work program and procedures are reviewed with workers.
 - It's on your website for all to see.
 - Information is shared at time of injury.
3. There is an assigned RTW Coordinator at the District level to serve as a resource for communication and planning.
4. There is a shared understanding of respective roles in the return-to-work process by supervisors, workers, and the RTW Coordinator.
5. Job offer letters are drafted by the school district and signed by the worker indicating understanding of the job and the restrictions and conditions of light duty assignment.

Should there be questions about the Return-to-Work Incentive Program or interest in participating, please contact Aliza Hauser, Return-to-Work Manager by phone at 425-917-7660 or email at ahauser@psesd.org.