

Modified Duty



Modified Duty

- Scope
- Purpose
- Benefits
 - Employee
 - Employer
- Relationship w/ Preferred Provider
- Offer Procedure



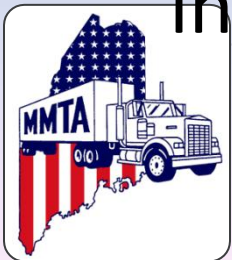
Modified Duty – Scope

- Written, formalized program
- Reviewed periodically
- Evaluation of tasks (Job Analysis)
- Physical requirements (Job Description)
- Quantitative vs. Qualitative
- Preferred Provider



Modified Duty - Purpose

- Quicker re-entry into workplace
- Actively engages EE during rehab & recovery
- Prevents isolation of injured EE
- Helps manage “open” claims more effectively
- Prevents escalating costs of indemnity wages
- Reduces effects on experience mod, premiums
- Discourages adverse claims experience with injured EEs



Modified Duty – EE Benefits

- Enhances & improves communication
- Remains an active/productive team member
- Re-enters workplace quicker rather than wait for release to “full duty” w/o restrictions
- Chance to earn pre-injury AWW



Modified Duty – ER Benefits

- Allows EE to remain active/productive
- Avoids isolation of fellow workers
- Creates team atmosphere
- Able to monitor injured EE's activities
- Reduces cost of claims & impact on premiums
 - Medical only vs. “lost time” claim
 - 30% impact vs. 100% impact of losses on exp. mods



Modified Duty – Cost Savings

3 Year Period

Company ABC w/o Mod Duty

- Total Claims - \$75,200.36
- Indemnity - \$21,150.82
- Exp. Mod – 0.81
- Stnd Premium - \$158,152

Company ABC w/ Mod Duty

- Total Claims - \$54,049.54
- Indemnity - \$0.00
- Exp. Mod - 0.72
- Stnd Premium - \$140,580
- Savings (3yrs) \$52,716
- MD Wages Paid \$21,150
- Savings (3yrs) \$31,566
- Annually \$10,522



Modified Duty – Relationship

- Review MD Program w/ Preferred Provider
- Discuss ER's philosophy & expectations
- Knowledge of ER's business/industry
- Observation of EE's normal job functions
- Communication post-injury exam (M1)



Modified Duty - Relationship

- Periodic updates throughout course of treatment
- Lessens the chance for the EE to mis-characterize job functions and duties



Modified Duty – Communication

- Company culture
 - Normal course of events post-injury
 - Guidelines of the program
- Injury reporting procedure
- Expectations of the Modified Duty Program
- EE's Responsibilities



Modified Duty – Offer Procedure

- Post injury evaluation
- M1 – written work capacity/restrictions
- Verbal job offer
- Written job offer
- Consequences/results of non-compliance
- Full documentation
- Communication w/ Claims Manager



Modified Duty – Excuses

- Don't have any “light duty” jobs
- Want EEs to be 100% before returning to work
- Risks of being sued upon re-injury
- Too much trouble to restructure work assignments for just one EE
- Special treatment for one will create morale problems



Modified Duty

- Questions???