

Why REWARD?

People need to work and employers need people to work for them. When an injury takes a person away from the workplace, everyone loses.

For **employers**
a REWARD program can:

- **LOWER COSTS**
- **IMPROVE PRODUCTIVITY**
- **IMPROVE EMPLOYEE/EMPLOYER RELATIONSHIPS**

For **employees**
a REWARD program can mean:

- An earlier **RETURN TO WORK**
- Getting back to a **“NORMAL LIFE”**
- **INCREASED SECURITY** about their work future



WANT TO LEARN MORE ABOUT THE REWARD PROGRAM?

The Bureau of Workers' Compensation has developed a comprehensive **toolkit** for the REWARD program that can be downloaded from tn.gov/workerscomp.

The Bureau will send REWARD employers periodic **newsletters** with articles on successful return-to-work programs and studies on recovery from experts across the country.

Also, the Bureau will hold REWARD Employers **lunch and learn meetings** to exchange ideas and hear respected speakers talk about return-to-work practices.

To sign up, please send the Bureau an email to let us know you are interested with your email address and company name to: wc.info@tn.gov.



Phone: (800) 332-2667 or (615) 532-4812
Email: wc.info@tn.gov



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Return Employees to Work and Reduce Disabilities



tn.gov/workerscomp

R.E.W.A.R.D. Program

Return Employees to Work And Reduce Disabilities

Returning Employees to Work And Reducing Disabilities (REWARD) is a program developed by the TN Bureau of Workers' Compensation to help interested employers **develop** an effective return-to-work program or **improve** an existing program. The REWARD program was developed by a task force of interested employers, medical professionals, insurance companies, and Bureau of Workers' Compensation staff.

PROGRAM COMPONENTS

A **Toolkit** that includes information and resources for starting a REWARD (return-to-work) program

Certified **Physician Program** with increased billable hours

Training for Return-to-Work Coordinators

Resources and **networking opportunities** for employers

Yearly **Honor Roll** that recognizes employers who have outstanding return-to-work programs

THE REWARD TOOLKIT

The needs of one employer are different from the next. The toolkit has ideas for any size company that will help them to return their injured employees to work sooner. The toolkit includes:

- Advice on actions to take before and after an injury occurs to return injured employees to work as quickly as possible
- Information on effective transitional work assignments
- Sample return-to-work and transitional job offer policies
- Information about a Return-to-Work Coordinator's function and training for this role available through the Bureau
- Tips on choosing the right medical panel physicians and effective communication with them
- Return-to-work calculator to predict savings from implementing a return-to-work program
- Assistance for employees who can't return to work after an injury
- The role of Case Managers
- The catastrophically injured employee
- Information about the upcoming Certified Physician Program which will train, test, and certify physicians interested in utilizing best practices in the Tennessee workers' compensation system
- Information on Support and Recognition opportunities for employers who enroll in the Bureau's REWARD program

CERTIFIED PHYSICIAN PROGRAM

The Bureau of Workers' Compensation's program will provide certification (training, testing, ongoing evaluation) of physicians who are interested in providing medical care in workers' compensation based on best practices. This will include:

- The value of return-to-work and instructions to encourage the injured workers' participation in their recoveries
- Training in the TN workers' compensation system, including: Causation analysis, work restrictions and report writing
- Use of the Guidelines and Formulary, **ODGbyMCG** for treatment guidelines
- Coaching injured workers to increase their activity as soon as possible
- Assessment of maximum medical improvement (MMI), and
- Assignment of permanent impairment ratings and permanent work restrictions.