

# Transitional work placement

Getting our clients' injured employees back to work is at the heart of what we do at Sedgwick. The return to work process can present distinct challenges for employers and injured employees, and our transitional work placement program provides key benefits to help them achieve the best possible results.

The longer an injured employee is off work, the greater the likelihood they will never return to work. Research has shown that after 12 weeks off work, 50% of employees do not return. This number continues to increase with nearly 98% of injured employees never returning to work at the one-year mark. This makes early intervention and return to work programs essential to ensuring a positive outcome.

When an injured employee is released to modified duty by a physician, but the employer has no opportunities to accommodate the request, an alternative solution is needed to facilitate return to work. Transitional return to work placement can provide the answer.

## What is transitional return to work placement?

This creative solution benefits everyone. The program provides injured employees with temporary work at a not-for-profit organization in their community. The injured employee is able to contribute to society in a meaningful way, working within their restrictions as they recover. The employer is able to see a reduction in overall lost time, medical costs and recovery time associated with the claim.

A return to work expert at Sedgwick can identify opportunities for placement and will oversee the transitional duty process. Our experts hold certifications in vocational rehabilitation and disability management, giving them the necessary expertise to develop opportunities for a safe return to work.

## Program benefits

For employees, the benefits include:

- Staying productive and active during recovery
- Focusing on functional progression and not limitation
- Avoiding motivational challenges to return to work

For employers, the program helps:

- Reduce temporary disability and lost time days
- Expedite claim resolution
- Contain costs and decrease propensity for malingering
- Retain productive, valuable employees

### Results clients see when modified duty is used:

- 33% reduction in medical incurred
- 60% reduction in indemnity incurred
- 58% reduction in expense incurred
- 99.4% of injured workers are placed in less than two days on average
- 90% success rate returning employees to full duty or ending temporary total disability
- Average placement length is 36 days (best practice recommendation is to limit modified/light duty to 90 days)
- Less than 3% of all placements are refused by employees

## Transitional work success story

A package delivery company had limited opportunities to accommodate restrictions for their injured delivery drivers. They chose Sedgwick's transitional return to work placement program to help reduce their temporary total disability. They saw an increase in those returning to work almost immediately. In the first month, 100% of those referred to the program returned to work.

Our experts helped place 65% of these employees in a temporary modified position at a not-for-profit organization within their community. After discussing the transitional work program with Sedgwick's return to work expert, the remaining 35% of them preferred to pursue full duty releases. After consulting with their providers, their injuries were determined to not be as debilitating as originally thought and they were able to return to full duty status.

Through this program, all of the referred employees were able to return to the appropriate work environment in a safe, healthy manner. The employer was able to save money by getting many of the drivers back to full duty earlier than originally thought and by reducing temporary total disability through alternative work placement.

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To learn more about our transitional work placement program and other managed care solutions, contact:

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*To learn more about our integrated and customized solutions, visit [SEDGWICK.COM](https://www.sedgwick.com)*

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