



## Employer

The employer works with the WCB in advance to develop a return-to-work program. With this advance planning in place, the employer will know exactly what to do if and when an injury happens on the job.

The employer will:

- Report the injury to the WCB within five days of becoming aware of the injury.
- Initiate and lead return-to-work planning.
- Use the list of restrictions from the care provider to adjust job duties so the worker can return to work while recovering.
- Continue to adjust the worker's duties as their condition improves, based on updates provided by the care provider.
- Ask the WCB for help with return-to-work planning, if needed.

The WCB can fine an employer who does not co-operate, but this is a last resort.

## WCB

The WCB works in partnership with all parties to help the injured worker recover and return to work.

The WCB reviews injury reports from the worker, care provider and employer to determine if the injury and disability is due to employment. This decision is based on WCB legislation and policy.

If the claim is accepted, the WCB will:

- Provide health care, financial and other benefits as defined by legislation.
- Help the worker and employer develop a return-to-work plan.
- Arrange special appointments and advanced treatment as requested by the primary practitioner.
- Provide vocational services if required because of the injury.



For more information, visit [www.wcbsask.com](http://www.wcbsask.com) or contact us directly:

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## Recovery and return to work for injured workers

## THE GOAL

Our goal is to return injured workers to their normal activities as soon as safely possible. This requires a working partnership of:



## Work injuries

A work injury happens on the job or as a result of work performed and needs medical attention. Most work injuries are minor and require little or no time away from work. Almost all injured workers are able to return to some kind of work.

## Time is the enemy

The longer injured workers are away from their normal activities, there is greater risk that they may never return to those activities.

Injured workers who keep to their normal routine (including going to work) heal faster than those who don't.

## Recovery and return to work

Return-to-work planning should begin immediately, when reasonable. Even if an injured worker is in hospital or confined to home, the partners can begin to take responsibility for their roles in the injured worker's recovery and return to work.

Working together, the partners will address the worker's medical needs, arrange for meaningful work during recovery and support financial and personal challenges created by the injury.



## Injured worker

When a worker is injured on the job, all medical treatment is billed directly to us. The worker will:

- Get any medical treatment needed.
- Report the injury to their employer and to the WCB.
- Follow the treatment plan set out by the care provider, which might include advanced treatment away from home.
- Actively participate in return-to-work plans.



## Care provider

While caring for an injured worker, the care provider will:

- Set out a treatment plan.
- Start return-to-work planning by listing any restrictions the worker has because of the injury.
- Share this list with the worker and the employer.
- Report the injury to the WCB.
- Ask the WCB to make appointments for diagnostic tests and other care providers (i.e., physiotherapists, chiropractors, specialists) as appropriate.
- Bill the WCB directly for the worker's medical costs.
- Set up a plan to monitor the worker's progress and to update work restrictions as recovery proceeds.

Most injured workers only need primary level care from local care providers.

Workers with serious injuries, or who don't recover as expected, may need advanced testing and treatment that is not always available locally.

The worker may be asked to attend daily treatment at a centre for advanced care that is located in another community. The WCB will cover the cost of travel and other expenses if these costs are more than what the worker normally would pay to get to and from work.