Workers’ Compensation

Controlling the Cost of Job-Related Injury
Workers’ Compensation Insurance

- Reasonable medical treatment
- Weekly Income benefits
- Death and Burial - beneficiary benefits
- Lifetime benefits
- No fault - no blame
- Carrier pays & manages
Certified Self-Insured

- Certified by Division of WC
- Large employer
- Assumes financial responsibility
- Subject to all WC laws and requirements
- Claims administered by TPA
Alternative Coverage

- Not a substitute for WC
- Accident and Health policies
- Employee indemnity agreements
- Disability Policies
- Not subject to WC laws & protections
These options don’t

- Protect employer from being sued
- Not likely to cover pain & suffering
  - No punitive damages
  - No legal costs
Requirements for Non-covered Employers

- 5 or more employees
- File Annually with TDI
- Report injury/death
- Notice to employees
- Forms DWC005 & DWC007
- www.tdi.texas.gov/forms
Workers’ Comp Premium

Higher Costs = Higher Premium

- Payroll
- Industry type
- Past experience

The longer your injured employee is off work, the higher your costs & the worse it is for your employee.
Goal is to

Return injured workers back to regular life style as soon as medically possible following job-related illness or injury.
Eliminate lost time

Your trained experienced employee continues to do work that contributes to the success of your business while they recover.
**RTW Benefits employers**

- Keep trained workforce
- Avoid/minimize absences
- Pay wages for actual work
- Maintain quality and production
- Reduce WC and business costs
- Employees heal better - faster
When your employee is away from work

- Lose job-related benefits
- Lose job skills
- Lose connection with employer
- Out of condition
- Poor mental and physical condition
- Could lose job
- Financial hardship
- Develop complications that delay recovery
Employer’s CONTRIBUTION to unnecessary lost time & higher costs

- 100% well
- Too busy
- Insurance carrier’s job
- No “light duty”
- Communication
- Work environment
Getting injured employees back to work is a shared responsibility!
The Employer

- Reporting – prompt & right
- Take initiative - monitor claims
- Communicate - doctor, adjuster, employees
- Attend hearings
- Policies-procedures- consistency
- Education and accountability
- Provide work opportunities
- Accountability
Your Insurance Carrier

- RTW Coordination Services
- Review for Case Management
- Treatment & Lost Time Guidelines
- Safety and Prevention Services
- Education
- Communication
The Treating Doctor

- Treat condition
- Identify limitations & duration
- Communicate (DWDC 73)
Doctors & RTW

- Often lack confidence that restrictions will be followed by employer
- Need information about injured employee’s work requirements
Work Assignments

- Medically appropriate
- Productive
- Temporary & transitional
- Permanent changes
- FMLA and ADA
REAL WORK

Tasks – Functions – Duties

Job Task Analysis
“Make Return to Work - Work”
Modified Work Assignments

- Employee’s regular job
- Trade jobs & cross-train
- Fill in for absences
- Ask employees & injured employee
- Share work
- Different way of doing things
The part-time work advantage

- $400.00 Employee’s Average Weekly Wage
- $400 X 70% = 280.00 Weekly Benefit

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- Employee returns to work 4 hrs
- Earns $200 Working for employer
- $200 X 70% = $140 New Weekly Benefit
• Injured employee receives more
  □ $200 wages earned + $140 TIBS
  □ $340 instead of $280
• Employer pays less
• Employer benefits from 4 hours of work

  Lower cost = lower premium
Fewer consequences for employee
DWC Resources

- Education & Consultations
- Safety & loss control services
- OSHCON
- Publications/DVD library
- DARS & TWC Referrals
- Small employer RTW incentive program
The longer your employee is away from work, the more it costs you and the worse it is for your injured employee.

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Your $$ - Your Employees
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