



WAGE-LOSS CASE STUDIES

Effectively managing the response and treatment of a workplace injury or illness can result in reduced claim costs, can lower X-Mods and reduced Workers' Compensation premiums. Below are specific case studies to illustrate how. By comparison the employer with the RTW program saved \$50,000 by providing job accommodation during the healing process.

Case Study 1. Anna is a 48 year old production worker who sustained an injury to her right shoulder. As is expected according to medical protocols, she was treated conservatively with non-invasive procedures: physical therapy, chiropractic treatment, medication, and so on. She was given work restrictions of no lifting over 10 pounds and no overhead work in order for her right shoulder to heal. The employer said they couldn't accommodate those restrictions, so Anna stayed home, off work, for the next 8 weeks. She did not improve with conservative treatment and surgery was recommended. Following surgery, she was again given work restrictions, but the employer did not accommodate. Anna continued off work.

WITHOUT Return-To-Work Plan					WITH a Return-To-Work Plan				
Type	Cause	Type	Cost	Basis	Type	Cause	Type	Cost	Basis
Lost wages	No pre or post surgery alternative duties	Temporary Disability	\$19,200	32 weeks off	Lost wages	Pre and post surgery alternative duties	Temporary Disability	\$2,400	4 weeks off
Permanent Impairment	No permanent job. Stress added 14%	Permanent Disability	\$14,500	Stress added	Permanent Impairment	Shoulder surgery 6%	Permanent Disability	\$3,540	-15%
Medical	+ Medical Legal Evaluations	Medical	\$36,400	Med-legal	Medical	Surgery only	Medical	\$26,200	Surgery
Expenses	Surveillance	Expense	\$5,200	Surveillance	Expenses	No surveillance	Expense	\$0	None
Legal Expense	Defense attorney	Legal	\$7,500	Depositions, Hearings	Legal Expenses	No attorneys	Legal	\$0	None
Total			\$82,800		With RTW			\$32,140	
					Without RTW			\$82,800	
					Total Savings			\$50,660	

Case study 2. Joe is a 26 year old carpenter helper who strained his back on a jobsite. The supervisor did not know where to get medical attention, so sent him to the emergency room for treatment. The emergency room doctor told Joe to rest for the next few weeks. The employers did not follow up with Joe or get clarification of the work restrictions, nor did they have a designated medical clinic or RTW policy and procedures to follow to monitor and control the outcome.

Missed Opportunity	X-Mod Savings	Claim Savings
If the employer provided job accommodation with modified duties during the 3 weeks of recovery when Temporary Disability (TD) was paid, this would have resulted in the following savings.	8 points	\$1,500
If the employer had selected a medical provider and had trained all supervisors and managers where to send the injured worker in the event of an injury, rather than using a hospital emergency room for this non-emergency back strain, this would have resulted in the following savings.	12 points	\$2,500
Total Missed Savings*	20 points	\$4,000

* We have illustrated the cost savings on an individual claim. There is a direct impact of the experience modification on the cost of Workers' Compensation premiums. The points assigned above cite an example with a company of 15 employees.