

Injured or ill?

- Review your Blue Packet.
 - Remember the first 5 Steps to your Claim.
 - Stay in touch with your Supervisor or Manager.
 - Ask your local/designated Human Resources Consultant any questions about your benefits.
 - Contact your DOC Claims Consultant – they are your liaison for L&I claims.
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- **Transitional Duty is the path to successfully returning to work.**



If you are injured or ill,
contact your Supervisor
right away.



Questions or Comments?

Contact DOC's
Occupational Health and
Wellness Unit

1-888-833-3726

DOCOccupationalHealthandWellness@doc.wa.gov

iDOC: <http://idoc/employees/resources/health-wellness.htm>

Find your local/designated Human
Resources Consultant:

<http://idoc/agency/operations/hr.htm#contacts>

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Returning to Work after a Workplace Injury

PREVENTING WORK DISABILITY

HUMAN RESOURCES
OCCUPATIONAL HEALTH AND WELLNESS UNIT

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DOCOCCUPATIONALHEALTHANDWELLNESS@DOC.WA.GOV

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Why Transitional Duties?

Research tells us that the sooner injured and ill employees return to the workplace, the more supported they feel, the better their chance of remaining at work long term, and the lower the overall injury costs (human, social, and financial).

We offer Transitional Duties (formerly known as Modified or Light Duties) to assist our employees with their recovery, provide financial support, and to help our employees stay connected with the workplace.

Working in Transitional Duties, injured and ill employees remain connected to the workplace based on their abilities. It places temporarily disabled and recovering employees in meaningful, productive work within DOC.

All of the duties are meaningful to DOC. Many of your co-workers working in Transitional Duties have enjoyed learning about different parts of the organization and how they work together.

Research shows that supportive, early return to work has an immediate and lasting benefit for both the injured or ill employee and DOC.



What are the benefits of Transitional Duties?

- Increased chance of employees returning to work successfully.
- Increased employee feeling connected to DOC.
- Increased workplace support for injured and ill employees.
- Timely and responsive service that takes an **Employee-centered** approach.
- More supportive, engaging, and productive workplace.
- Retention of experienced workers.

How do Transitional Duties work?

- Employees usually work a day shift schedule, performing transitional duties (work with your local/designated Human Resources Consultant on options).
- When necessary, we consult with the employee's Health Care Provider on timing and appropriate workload.
- **Staff health is key** – DOC does not support Transitional Duties that further risk the health of injured workers.
- Transitional Duties may last up to 12 weeks.
- For **workplace injuries**, DOC's Claims Consultants work closely with Labor & Industries (L&I) to make sure employees are supported in the process. If time loss is required, L&I decides (adjudicates) the employee's claim. When a worker refuses to accept a Transitional Duty work assignment, L&I may decide not to pay time loss. L&I considers the reasons for the refusal and decides if they are reasonable. To make this decision, L&I considers the nature of the work and the worker's physical restrictions and medical requirements.