

As printed in the Orange County Register

## **CONTROLLING WORKERS' COMPENSATION**

- 1)** Do regular safety audits of your facility. Conduct worksite evaluations, through a qualified company, to determine if slight modifications to an employee's workspace could help to prevent future injuries.
- 2)** Create a safety committee. Have employees take responsibility for their teammates' safe working styles. Use incentives, such as a free lunch, to help maintain a safe workplace.
- 3)** Have job Descriptions for all your positions- this will enable a medical provider to determine what capacity the employee will be able to return to work- Full or Modified Duty.
- 4)** Start employees on a physical therapy or work hardening program as soon as possible. This will help employees regain their range of motion and strength faster, which will help them return to full duty sooner. For every dollar that is spent on rehab, it saves thirty dollars on the medical expenses.
- 5)** Offer modified duty. If modified duty is difficult for your company to accommodate, create a wellness center for employees to return to work and learn about safety and health. Companies that offer modified Duty or Wellness programs return their injured workers back to full duty faster.

- written by Heather Guarnera