

A man in a light blue long-sleeved shirt is working on a red machine in a factory setting. He is holding a small white rectangular object with both hands, possibly a control panel or a component. The machine has various parts, including a yellow strap and a metal grate. The background shows industrial equipment and a bright light source.

Getting Your Worker Back on the Job

Find out how compensation and rehabilitation help an injured worker return to work and become productive again.

We're Here to Assist You and Your Workers

Losing a valued employee to a workplace injury can affect the smooth operation of your business. Getting the worker back on the job is good for him or her and for your company. We're here to help you both.

The WHSCC owns and operates the Workers' Rehabilitation Centre.
It offers a specialized team approach to occupational rehabilitation.

Workers' Benefits

Your premiums pay for:

- Payment for lost work-related earnings
- Medical treatment and health care expenses
- Transportation allowances
- Personal care allowances
- Loss of opportunity award
- Long-term disability benefits
- Benefits to dependants of fatally injured workers
- Assistance with funeral expenses

Workers' Rights

Under the *Occupational Health and Safety Act* of New Brunswick, you have to make every reasonable effort to re-employ an injured worker who has suffered a temporary or permanent work-related disability.

“No employer shall dismiss, suspend, lay off, penalize, discipline or discriminate against a worker because the worker suffered a personal injury by accident...”

– *Workers' Compensation Act*
Section 42.1(2)

Your Responsibilities as an Employer

You must:

- Hold the position the worker held before the accident for one year if you employ 10 to 20 workers.
- Hold the position the worker held before the accident for two years if you employ more than 20 workers.
- Provide modified employment (see page 38 in *Workers' Compensation: A Guide for New Brunswick Employers*) in a suitable position without loss of seniority or benefits if the worker is unable to perform pre-accident duties.
- In consultation with a case manager, discuss modified work options for a worker suffering a temporary work restriction.
- In consultation with a case manager, discuss alternative work options (see page 38 in *Workers' Compensation: A Guide for New Brunswick Employers*) that match the functional abilities of a worker suffering permanent work restriction.

Case Management Services

- WHSCC case management teams become involved if an injured employee is off work for six months or more.
- Case management co-ordinates the efforts of all (employer, employee, health care providers) to get the worker back on the job.
- A case management team may visit your company to see if changes might be made to help the employee return to work.
- A case manager decides, based in part on the advice of health care providers, when the employee can return to work.

Disability Management

You may be required to participate in the WHSCC's Disability Management Program to assist in an injured worker's return to work.

- The goal is to minimize the impact of the disability.
- It is designed to involve you in efforts to accommodate the needs of injured or ill workers.

Keep Track of Compensation Claims

You're issued a monthly Cost of Claims Statement when compensation and occupational rehabilitation claims are made. Check the statement to make sure the information is correct. Report any incorrect information to the appropriate WHSCC case manager.

Access to Information Policy

You and the injured worker have access to a claim or employer file. There is a fee for this service.