



## HOW DOES THE WCB SUPPORT YOUR EFFORTS?

The WCB values your partnership in the return to work process, and will compensate you for your time and the activities you undertake to facilitate a safe and early return to work for your patients.



## SUMMARY

The key to success of a return to work program is creating a partnership among workers, unions/worker representatives, employers, healthcare providers and the WCB, and having a shared commitment to the goal of returning injured workers to suitable employment in a safe and timely manner.

## CONTACT INFORMATION

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This document is available in large print format. Please call 954-4760, toll free 1-800-362-3340 or email [info@wcb.mb.ca](mailto:info@wcb.mb.ca)

Return to work for

# Better HEALTH



If you're hurt at work,  
we're here to help.

A PARTNER IN SAFE MANITOBA





## RETURN TO WORK PROCESS

RTW planning is a partnership of the healthcare professional, injured worker and employer. If it's applicable, a union and/or occupational health and safety committee representative may be included, along with the WCB when requested. Together the RTW team develops a plan to help the injured worker return to work safely and within established timelines. The plan is customized to the injured worker, takes into consideration his/her capabilities and limitations and reflects the recommendations of the healthcare provider.

## HOW CAN YOU FACILITATE THE RETURN TO WORK PROCESS?

- begin planning the patient's return to work at the first visit
- encourage the employee to make frequent contact with his/her employer
- when the patient is able, encourage participation in a RTW program that fits with his/her capabilities
- when the patient cannot yet return to work, it is helpful to explain why this is the case

- establish timelines - the earliest date the patient can safely return to alternate or modified duties and the date the patient can safely resume his/her full duties
- become familiar with the essential physical demands, and health and safety hazards of the patient's work and, with the patient's permission, let the employer and WCB know what the patient can safely do
- also provide the employer and the WCB with timely and detailed information on specifics such as the following:
  - capabilities (e.g. maximum lifting of 20 pounds)
  - schedule modifications (e.g. usual shift schedule at four hours per day)
  - environmental restrictions (e.g. avoid exposures to epoxy resins)
  - medical aids/personal protective equipment (e.g. use of a more efficient filtration mask)

This will help the employer identify suitable work for the patient as he/she continues to recover.

## A NEW APPROACH TO RETURN TO WORK

Today's employers are increasingly recognizing the value of making changes to accommodate a safe and timely return to work (RTW) for injured workers. They promote a workplace culture that supports a safe and timely RTW by offering modified tasks, schedules and environmental conditions to meet the temporary or permanent needs of injured workers.

## RE-EMPLOYMENT OBLIGATIONS

Effective January 1, 2007, legislation requires employers who have 25 or more full-time or regular part-time workers to re-employ injured workers who were in their employ for at least 12 continuous months prior to their injuries. For more information on re-employment obligations please check online at [www.wcb.mb.ca](http://www.wcb.mb.ca) under publications, or call 954-4321 or toll free 1-800-362-3340 for a copy of the pamphlet *Re-employment Obligations*.