

>> TOOLBOX TALK – Early and Safe Return to Work (ESRTW)

Return-to-work programs consist of employers and workers co-operating in early and safe return to suitable and available employment while a worker is receiving active medical rehabilitation for a workplace injury.

Duty to Co-operate

Section 89 of the *Workplace Health and Safety Compensation Act* outlines the employer and worker's duty to cooperate during the return to work process.

Specifically, those duties require:

- The employer and worker contact each other as soon as reasonably practical after the injury and to maintain communication throughout the return to work process.
- The employer to provide suitable and available employment that is consistent with any limitations identified by the workers care provider. The employee is required to assist the employer in identifying the suitable and available employment.
- Both the employer and worker co-operate with and provide WorkplaceNL with any information they may request related to the employee's return to work.

Benefits of ESRTW

An effective return-to work program supports a "win-win" situation. Employer and workers experience benefits from the program:

Employers

A return-to-work program gives employers a way to manage workplace costs and improve worker benefits. Employers can create safer, more cooperative and productive workplaces. A return-to-work program helps employers to:

- Minimize worker's compensation costs;
- Meet legislative requirements;
- Minimize hiring/training costs;
- Keep experienced workers;
- Improve employee relations;
- Reduce employee turnover and lost-time; and,
- Boost overall productivity and company image.

Workers

Most injured (or ill) workers recover and return-to-work promptly. For a small number of workers, however, the impact of a serious injury or illness can be devastating. Research and practical experience has shown that the longer an injured worker is absent from the workplace, the more difficult it is to return-to-work. A return-to-work program prevents long periods of absence from work and allows the injured worker to:

- Maintain income;
- Retain productive employment and security;
- Maintain self-worth, family stability and social ties;
- Maintain necessary job skills;
- Retain Canadian Pension Plan benefits and Employment Insurance eligibility;
- Retain in-house pensions and benefit packages; and
- Resume "normal" life activities sooner, with less uncertainty about the future.

Discussion Points

- Ask employees do they understand what to do, in the event of an injury. To whom do they report the injury? What forms are they required to complete?
- Review the company's Early and Safe Return to Work Policy Statement, Injury Reporting System and or ESRTW Program.
- Video – Jeff's Story
<https://youtu.be/wc2BFXj655s>



Complete and attached Toolbox Meeting Form and process as per company policy.

For more information visit www.workplacenl.ca

TOOLBOX MEETING FORM

Date: _____ Project: _____

Supervisor: _____ No. in Crew: _____ No. Attending: _____

Review Last Meeting:

	Names of Attendees (Signature Required)
Topics Discussed (policies, practices, procedures, hazard assessment):	
Suggestions Offered:	
Action(s) to be Taken:	
Injuries/Accidents Reviewed:	

Supervisor's Remarks: _____

Signature: _____