

Supporting Your Efforts

The WCB values your time and the activities you undertake to contribute to a safe and suitable return to work for your patients who are injured at work.

A successful return to work plan is a collaboration between workers, employers, healthcare providers and the WCB.

It's about having a shared commitment to the goal of helping injured workers in their timely and safe return to health and work.

Please be sure to contact the adjudicator, case manager or the Healthcare Services Department at the WCB if you have any questions or concerns.



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

Contact Us:

wcb@wcb.mb.ca

204-954-4321

1-855-954-4321 (toll free)

Report fraud and non-compliance:

204-888-8081 or 1-844-888-8081 (toll free)

Compliance@wcb.mb.ca

For more information, visit

www.wcb.mb.ca

The Workers Compensation Board of Manitoba
333 Broadway, Winnipeg, MB R3C 4W3



SAFE Work is everyone's responsibility.
Preventing injuries is good for employers
and workers. Learn more at:

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204-957-SAFE (7233) in Winnipeg
1-855-957-SAFE (7233) outside Winnipeg



RETURN TO WORK

for Better Health

A Guide for Healthcare Providers



Why Return to Work is Essential to Recovery

Return to work is an essential component of recovery from workplace injuries and illnesses.

- There is substantial evidence to support the positive link between work and health (physical, mental and social health).
- Absence from work often contributes to declining health, slower recovery times, and longer duration of disability.
- Maintaining and restoring working capacity improves function, recovery and prognosis.

When asked to assess an injured worker's abilities, the focus should be on functional **abilities and limitations**. Recommendations should always be medically indicated and as objective and specific as possible.



Return to Work Process

Planning for an injured worker's return to work is a team effort between the worker, employer, healthcare provider and the WCB. A union or other worker representative may be included.

Together the return to work 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 their abilities and limitations and accounts for the recommendations of the healthcare provider.

Employers support return to work by offering safe and suitable modified or alternate duties to meet the needs of injured workers.

How You Can Facilitate Your Patient's Return to Work

- Begin discussing the patient's return to work at the first visit if appropriate.
- Establish timelines – the earliest date the patient can safely return to modified or alternate duties – and the potential date the patient can safely resume their full duties.
- Encourage the patient to maintain frequent contact with their employer.

- Become familiar with the physical demands and safety hazards of the patient's work.
- Provide the worker and the WCB with timely and detailed information on the worker's ability to return to regular, modified or alternate duties.

Modifications may include:

- Physical (e.g., can lift up to 20 lbs.)
- Cognitive (e.g., limit periods of sustained concentration)
- Schedule (e.g., usual shift schedule starting at four hours per day)
- Medical equipment or devices (e.g., purchase of a sit/stand stool)
- Environmental (e.g., limit exposure time to certain chemicals.)

This will help the employer identify safe and suitable work for the injured worker as they continue to recover.

- When the patient is able, encourage participation in a return to work plan that fits with their abilities.

