

Duty to cooperate in Early and Safe Return to Work (ESRTW)

All employers and workers are obligated under section 100 of the Workplace Health, Safety and Compensation Act, 2022 to cooperate in a worker's early and safe return to suitable and available employment with the injury employer.



Challenges within the transportation and storage industry:

- Difficulty identifying ESRTW duties due to limited lighter work being available.
- Physical nature of the work.
- High incidence of soft tissue injuries which can be difficult to resolve/treat.
- Difficulty accommodating workers who do not fully recover from their injuries (permanent accommodation).
- Collective agreement provisions impact availability of ESRTW and permanent accommodation options.
- High wage earners – it's difficult to identify alternate return to work options that restore the workers pre-injury earnings.

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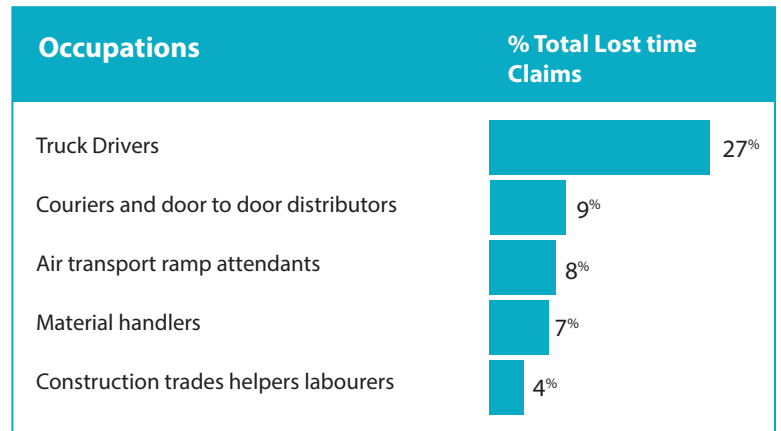
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Transportation and Storage Industry – Facilitating Recovery at Work

Industry Highlights

The transportation and storage industry includes sectors such as air, rail, truck, water transport services, public transit systems, and storage and warehousing services.

Lost time claims by top 5 occupations, 2017-2021



Tactics and Possible Solutions - Employers

Program level

- Start talking about return to work and recovery at orientation.
- Compile a list of modified duties for various positions within your company.
- Have clear roles and responsibilities for everyone involved in the Return to Work (RTW) process.
- Evaluate the RTW program each year to ensure it is meeting objectives.



Contact a WorkplaceNL RTW Facilitator

ESRTW

St. John's

t. 709.778.1000

For immediate assistance, call **1.800.563.9000**

Corner Brook

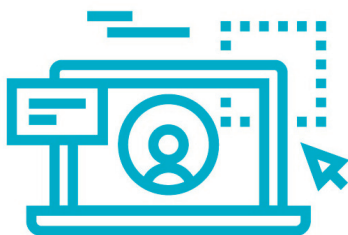
t. 709.637.2700

For immediate assistance, call **1.800.563.2772**

Grand Falls-Windsor

t. 709.489.1600

For immediate assistance, call **1.800.563.3448**



connect

Employers can enter and maintain their ESRTW plans, review claims cost information and obtain injury statistics through their **connect** account.

Register for **connect** at workplacnl.ca

Claim specific

Employer

- Maintain regular communication with your worker (once a week for anyone in ESRTW).
- Contact WorkplaceNL even before claim is accepted if you need help with any part of ESRTW process.
- Ensure you are receiving health care provider forms from employees within 24 hours after each visit.
- Involve your worker in development of ESRTW plan.
- If difficulty in obtaining functional information, contact case manager to see if functional assessment can be completed.

If you are having difficulty with arranging ESRTW you can:

- Utilize RTW Facilitator at WorkplaceNL. They can:
 - Assist in developing ESRTW plans before claim adjudicated.
 - Assist with clarifying medical.
 - Provide education sessions to staff.
 - Monitor ESRTW plans and mediate.
 - Help identify potential ESRTW duties (suitable & available work).
- Contact Case manager at WorkplaceNL. They will:
 - Assist with early ESRTW intervention.
 - Ensure progression of ESRTW plan.
 - Address issues such as workers being hard to reach or getting required Health Care Provider reporting forms on a timely basis.

Workers

- Report the injury to your supervisor immediately.
- Ensure that all health care provider forms are returned to the employer within 24 hours.
- Help identify potential ESRTW duties with your employer.
- Discuss ESRTW options with your health care providers.
- Maintain communication with your employer.

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