



# Transitional Work Bonus Program

**Effective July 1, 2023 Transitional Work Bonus Period**

## Introduction

The use of well-developed transitional work plans can save employers money by returning injured workers back to the workplace in a safe, timely manner. If you participate in the Transitional Work Bonus Program (TWB) and use your transitional work plan to return injured workers back to work, you may receive a back-end discount. You can realize a potential incentive of up to a 10% bonus of your pure premium.

## Employer responsibilities for transitional work

As an employer participating in the program, you must offer transitional work duty to your injured worker whose physician releases them to return to work (RTW) with documented restrictions to qualify for a bonus. The work offered to your employee must be meaningful job duties within the employee's capabilities.

## Worker responsibilities for transitional work

Your injured worker must accept the offer, and RTW after their physician releases the worker back to work.

## Eligible claims for the bonus program

- New allowed claims with a date of injury within the current bonus period.
- The physician releases the worker to RTW with restrictions.

## Successful claims for the bonus program

- Employer offers meaningful transitional work/modified duty to their injured worker.
- The injured worker accepts the transitional work/modified duty tasks.
- The injured worker returns to work modified duty after the date of release to RTW.

## Non-eligible claims for the bonus program

- Claims are not in an allowed status.
- Physician releases injured worker to RTW full duty.
- The injured worker has not returned to work.
- The injured worker has restrictions but is able to perform their full-duty job.

## Snapshot

The snapshot period for the bonus calculation is six months after the close of the program period. This allows injured workers with claims having a date of injury late in the program period to RTW using their transitional work plan.

## Bonus Calculation Example:

$5 \text{ Successful Claims} / 10 \text{ eligible claims} = 0.5 \times 100 = 50\%$   
50% of the 10% bonus = 5%

The bonus is 5% of the employer's pure premium.