

WCB STANDARD RTW DEFINITIONS

Alternate work: Work that is considered to be duties or tasks not normally performed by the injured worker.

Disability: Any restriction or lack of ability to perform an activity in the manner or within the range considered normal for a human being. (International Classification of Impairments, Disabilities and Handicaps [ICIDH], World Health Organization, Geneva, 1980)

Within the context of RTW, any restriction or lack of ability to perform any or all normal work duties as a consequence of a work related injury

HCP: (Health Care Professional/Practitioner) “A physician, dentist, chiropractor, optometrist, psychologist, occupational therapist, physical therapist, nurse or any other person who is registered or licensed pursuant to any Act to practice any of the healing arts.” (The Workers Compensation Act, 1979)

Injured worker: A worker who has been injured as the result of a work-related circumstance.

Within the context of RTW, an injured worker is one who has not recovered from his/her injury in that he/she is not yet able to return to normal work duties but who is capable of some form of employment.

Injury: “(i) the results of a willful and intentional act, not being the act of the worker;

(ii) the results of a chance event occasioned by a physical or natural cause;

(ii.1) a disabling or potentially disabling condition caused by an occupational disease; or

(iii) any disablement; arising out of and in the course of employment”

(The Workers Compensation Act, 1979)

Medical restrictions: Clear and specific limits including, but not limited to, specific work activities, exposures, body motions, timeframes, and lifting capabilities, as identified by the injured worker’s Health Care Practitioner/s, required to protect the worker from further injury. Medical restrictions arising from an injury may be physical, cognitive and/or psychological and be of a temporary or permanent nature.

Modified work: Modification of work can include, but is not limited to, changes to the work environment, work hours, tools and equipment used, and job design/work organization.

Permanent disability: Any disability from which an injured worker is not expected to recover to his/her pre-injury level.

Return to Work plan: a planned process to manage the impact of an individual injured worker's injury, including the documentation of the specific alternate or modified work identified and provided to him/her.

RTW plan options must:

- be productive (contribute to the objectives or operations of the company);
- be within the medical capabilities of the injured worker;
- be within the skills and abilities of the injured worker;
- not endanger the health or safety of the injured worker or his/her co-workers.

RTW plan options must be considered in this order:

1. Pre-injury job modified;
2. Another job in its entirety;
3. Another job modified;
4. A re-bundling of suitable duties.

Any or all of these options may be provided to an injured worker while under treatment or rehabilitation, or not.

Return to Work program: A planned process to manage the impact of injury in a workplace. The documented processes help identify and provide alternate or modified work (temporary or permanent) for injured workers.

RTW Committee: A committee assigned the responsibility of developing, implementing, monitoring and/or reviewing the RTW program.

RTW Coordinator: (Actual job titles will vary depending on the company) The person assigned the responsibility of overseeing the day to day functioning of the RTW program.

Temporary disability: Any disability from which an injured worker is expected to recover to his/her pre-injury level.