


# Implementing a Successful Workers' Comp Program to Minimize Costs



# What does a claim really cost?



- Direct vs. indirect costs
- Indirect costs include:
  - Production downtime
  - Attorney Fees
  - Lower employee morale
- Indirect costs are typically **4** times as much!

# 8 Steps to a Successful Worker's Comp Program



- Safety
- Know your providers
- Timely accident reporting
- Thorough accident analysis
- Communication
- Transitional work
- Additional BWC programs
- Analyze and evaluate

# 1. Provide a Safe Workplace



- Every injury can be prevented
- Establish a safety committee
- Join local safety council

## 2. Know your Local Providers



- Know the “good” providers
- Have provider visit your facility
- Give provider specific job descriptions

# 3. Timely Accident Reporting



- Make sure your supervisors and injured workers know your policies and procedures.
- Lag time should be 1 or 2 days

## 4. Thorough Accident Analysis



- Documentation is important!
- Accident Analysis form separate from FROI
- Gather supervisor/witness statements, take photographs
- Be aware of red flags

# 5. Communicate!



- Injured worker (IW)
- Managed care organization (MCO)
- Third party administrator (TPA)
- Bureau of Workers' Comp (BWC)
- Physician of Record (POR)

# 6. Utilize Transitional Work



- Huge claim costs savings!
- Develop formal transitional work program (TWP)
- Offer must be in writing
- Consider salary continuation

# 7. Consider Additional Programs



- Group Rating
- Drug Free Workplace (DFWP)
- Safety Council
- Deductible Program – new!
- Group-Retrospective Rating – new!
- 15K Medical Only Program
- Individual Retrospective Rating
- One Claim Program
- Self Insurance

# 8. Analyze and Evaluate your Workers' Comp Program



- Constantly analyze data/accidents. Are there trends?
- Set goals and achieve them!

# Are There Any Questions?



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