



Destination Excellence Transitional Work Program

Encourages an employer's focus on safety and return-to-work for injured workers and fosters efficient management of accounts and cost control efforts.

PROGRAM OVERVIEW

Program provides a grant for employers to establish a transitional work plan and a bonus for employers who use the plan in returning injured workers to work. Grants are 3 - to - 1 matching grants for companies ranging from 11 to 200+ employees. If an employer has less than 11 employees, the Bureau of Workers' Compensation (BWC) can also provide assistance.

PROGRAM REQUIREMENTS

- An application is required
- Grant amounts will be determined based on employer size and the complexity of services needed for transitional work. Factors may include size of payroll, number of job classifications, job analyses needed and existence of collective bargaining units. The maximum grant amounts available are:
 - 11 - 49 employees up to \$2,900
 - 50 - 199 employees up to \$5,200
 - 200+ employees up to \$6,300
- A transitional work developer must be certified to participate in the health partnership program as one of the following provider types: vocational rehabilitation case manager, occupational therapist or a physical therapist. A developer must also complete BWC sponsored transitional work development training prior to delivering programs and have verified experience in developing programs or verified mentoring experience according to BWC's transitional work policy (costs associated with a transitional work developer preparing and submitting a proposal to an employer are not reimbursable under the grant).
- BWC may monitor the content and implementation of transitional work services.

ELIGIBILITY REQUIREMENTS

- Private, state-funded employer or public employer taxing district (self-insured and state agencies are not eligible).
- Current with respect to all payments due BWC.
- Current on all prospective billing true-up filings and payments.
- Active, re-instated or debtor-in-possession policy status at time of application review by BWC.
- No cumulative lapses in workers' compensation coverage in excess of 40 days within the 12 months preceding the application date for the grant or the application deadline for the performance bonus.
- All eligibility requirements must continue to be met during participation in the program.
- Employers who received a Transitional Work Grant through BWC's prior program will not be eligible for new grant funds, but will be eligible for a performance bonus; employers who have had a transitional work program without use of a prior grant are eligible for the bonus only after the current program is reviewed and approved by BWC.



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PERFORMANCE BONUS REQUIREMENTS

- An application is required.
- Must have a transitional work program that meets one of the following:
 - A transitional work program developed with a BWC grant between 2001 and 2006 that has been reviewed and approved by BWC for updates
 - A company-created transitional work program reviewed and approved by BWC
 - An approved transitional work program under the new grant starting July 1, 2012
- Bonus calculation occurs at 6 months following the end of the applicable policy year.
- Policy must be active and not lapsed at the time of BWC's calculation.
- A maximum 10% bonus is based on the following calculations:
 - Eligible Claims – All claims with injury dates within the applicable policy year will be evaluated to determine how many had the potential for transitional work services and how many of the potential claims actually utilized transitional work services
 - Successful Use – how many of the potential claims actually utilized transitional work services

The percentage of claims with potential for transitional work services in which services were actually utilized is multiplied by a percentage of the employer's pure premium for the applicable policy year to calculate the performance bonus up to 10%.

Example:

- 12 claims occur during policy year, 10 meet requirements for transitional work
- Of 10 claims meeting requirements, 5 injured workers offered transitional work and accepted
- 50% of eligible claims were helped by transitional work, therefore employer will receive 50% of the possible 10% bonus which equals 5%

ENROLLMENT/APPLICATION DEADLINE

Where an application deadline applies, enrollment deadlines are as follows:

- Program period July 1 - June 30: last business day of May (private employers)
- Program period Jan 1 - Dec 31: last business day of November (public employers)

*For subsequent years, BWC will automatically renew employers for participation in the program. Notification will need to be given to BWC if the employer no longer wishes to participate in the program.

COMPATIBILITY WITH OTHER BWC PROGRAMS

While participating in the Destination Excellence program, employers can participate in the programs listed below:

- \$15k Medical only
- Drug Free Safety Program
- EM Cap
- Go Green
- Group Rating
- Grow Ohio Incentive
- Industry Specific Safety Program
- Lapse Free
- One Claim Program
- Safety Council