Pre-season checkup for your workers' comp program

Medical management of employee injuries

As invitations go out to your seasonal employees to apply for work, be aware of any of those employees who may still be treating for a work-related injury.

• Review work status on all injured employees still being treated
• Know the implications of TTD when your ski area opens for injured seasonal workers currently with restrictions
• Talk with your adjuster to determine if modified work should be offered

Make an appointment with your preferred doctor/clinic to review expectations when treating your injured employees:

• Advise you of work status after each visit

• Give specific restrictions, not just “light duty”
• Advise you of follow-up appointment

Review and communicate with department managers their responsibility in the injury-reporting process. This should include responsibility for a thorough investigation for the causal factors of injuries and action taken to prevent in the future.

If you utilize an on-line system to report claims and you haven’t used it over the summer months, be sure your log-in information is still correct.

Risk management

Review and update your safety program for new procedures that may have been implemented.

Review training and training documentation requirements with department managers.

Review causal factors of previous year’s injuries; are there specific issues that can be addressed early in the season to prevent these injuries? Develop a way to engage the departments in this process.

The highest frequency of body-part injury is to the knee. Consider ACL prevention training.

Part of the risk management process is to monitor what programs work well and recognize programs that are not effective. It is a fluid process that should constantly be changing and updated.

Let it snow, snow, snow!!!!!!!!!!!

For more information, contact Helen Richards, 800-528-7730 • helen.richards@wellsfargo.com

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