Early season checkup for your work comp program

As seasonal employees are returning to 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 treating.
- When your ski area opens, know the implications of TTD for injured seasonal worker currently with restrictions.
- Schedule a claim review with your adjuster. Your adjuster will need to know the work status and can help in deciding whether to offer modified duty.

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

- Advise you of work status after each visit
- Give specific restrictions, not just “light duty”
- Advise you of follow-up appointment

Review all state-required postings, notifications, and paperwork to be given to injured employees. Is all info up to date? Do you outline the employee’s responsibilities if injured?

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. In order to be effective in prevention, what is the plan to communicate the results of the investigation to employees?

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

Risk management

Review and update written 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 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 for the ski industry is the knee. Consider ACL Prevention training. A program is available through NSAA.

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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