



# EAGLE MOUNTAIN SAGINAW ISD

*Fostering a Culture of Excellence*

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## **What is a Return to Work Program?**

It is a plan set up by an employer so injured workers can return to work more quickly and safely while they heal - either with changes to their regular job or in a temporary, alternate work assignment.

## **Why Would I Want To Be Back At Work Before I Am Released To Full Duty?**

In most cases, some work is better than no work. Your employer will benefit from your being able to help the company in some way, even if it is not in your regular job.

## **My Doctor Filled Out A Form DWC 73 At My Last Appointment. What Is That?**

The DWC 73, also called the work status report, is a form the doctor fills out to describe the parts of your job you can safely do - such as lifting, standing, and driving. A copy is given to you, your employer and insurance carrier.

## **What Happens To My Benefits If My Doctor Releases Me To Work With Restrictions, But My Employer Does Not Have Any Modified Or Alternate Work For Me?**

You will receive Temporary Income Benefits (TIBs) (as long as you qualify\*) if the doctor releases you to return to work with restrictions, but the employer doesn't have a job that meets your medical restrictions. *\*You may be eligible for Temporary Income Benefits (TIBs) as long as you have a disability and have not reached Maximum Medical Improvement (MMI).*

## **What Exactly Is A Bona Fide Offer Of Employment?**

It is an employer's letter offering modified or alternate work to an employee within medical restrictions.

## **What Must Be Included In The Bona Fide Offer?**

- A copy of work status report (DWC 73) that the offer is based upon.
- The location, schedule and pay for the job.
- The physical and time requirements of the position.
- A statement that the employer will only give tasks within the employee's physical abilities, knowledge, and skill, and will provide training if necessary.

## **What If My Doctor Says I Can Go Back To Work, But I Don't Think I Can?**

If your employer makes you a bona fide offer of employment, and you choose not to take the offer, it may affect any Temporary Income Benefits (TIBs) being paid.

## **What Happens To My Benefits If I Go Back To Work?**

If you are receiving TIBS, your weekly benefit check may be suspended while you are working, or reduced, depending on what actual wages you earn. If you return to work and later your doctor takes you back off work, your checks may be restored, if you are still eligible. *\*Your medical benefits continue for reasonable and necessary treatment related to the compensable injury.*

## **My Doctor Has Told Me That I Will Never Be Able To Do My Regular Job Again Because It Requires Very Heavy Lifting. I Don't Know How To Do Anything Else. Is There Somewhere To Get Help To Learn A New Job?**

Yes, the Texas Department of Insurance, Workers' Compensation Division is a state agency that can help in certain situations.