

# LESSONS LEARNED FROM LOSSES

## TRANSITIONAL DUTY

### Monthly Newsletter – October 2020



The cost of Workers' Compensation claims continues to rise steadily. One way to combat these rising costs is through the use of a transitional duty program.

- The longer an employee is out of work due to a work related injury, the more difficult it can be to get that employee back to work.
- A Workers' Compensation Judge will often use the length of time the employee is out of work to measure the significance of an injury.
- A transitional duty assignment is temporary and not designed to create a new position for the employee. This assignment may last as long as 3 to 6 months.
- Transitional Duty boosts morale, saves money and the employee experiences faster recoveries, both physically and psychologically.
- Please see the [Sample Transitional Duty Job Bank](#) in the Transitional Duty Policy on the JIF website under the Claims tab for great information.

Example 1: An employee with an aggravation of a severely arthritic knee with restrictions of no climbing in and out of large trucks was permitted use of a smaller DPW truck to follow the crew and feed branches into the chipper. The savings was 8 weeks of TTD or \$7,600.00.

Example 2: A paid firefighter injured and unable to perform regular duties. The employee was able to watch safety videos, review and update training materials, perform inspections of firefighting equipment and turnout gear and inspect fire extinguishers, smoke detector batteries, and tools at different fire companies and municipal facilities for 5 weeks, saving over \$7,500.