

Cost Containment Injury Follow Up Safety Brief

Supervisors play a prominent role in accident prevention as well as effective claims follow-up and monitoring. Effective supervisory intervention after an injury can often prevent litigation, reduce time off and ensure a positive experience of care and concern for all involved. Beyond the critical roles of ensuring treatment of the injured employee and proper processing of paperwork, supervisors are also responsible for the follow-up and prompt return of the employee to productivity.

The Supervisor's Role

The supervisor should always respond positively to the employee's first report of injury.

- Take time to handle the injury
- Authorize medical attention
- Do not judge or evaluate the validity of the injury – gather and report
- Investigate the accident and document all pertinent

The supervisor can play an important role in bringing the injured employee back to work.

- Keep informed of employee's
- Contact the employee to see how they are feeling and to

determine progress of medical treatment.

- Reassure the employee that the team needs him or her. Tell the employee how much he or she is missed.
- Make sure the employee keeps medical appointments and is satisfied with medical
- If necessary, discuss the case with the treating physician, including modified duty opportunities/availability and return to work

The supervisor's attitude can make the employee's return to work successful.

- Make the returning employee feel welcome and glad to be back. Encourage fellow employees to follow supervisor's
- Provide modified duty, if indicated – clarify duties and expectations -enforce restrictions, and