



BENEFITS OF TEMPORARY WORK ASSIGNMENTS IN EARLY RETURN TO WORK

Length of Time

The length of time is specific with the start and end date established at the beginning of the assignment.

Assignments

An array of duties, both specific and non-specific, to occupation is tailored to meet the physical needs of the employee thus providing meaningful work with natural progression towards recovery.

Nature of Assignments

The assignments are flexible, based on employee capabilities rather than limitations and can be changed to fit the current business needs of the organization.

Responsibilities and Expectations

Collaborative involvement between the employee and the employer-designated return-to-work contact are required from the initial explanation of the assignment through the point of a full duty release.

Consistency and Continuity

Temporary Work Assignments are pre-developed by Norm Peterson & Associates (NPA) vocational consultants, eliminating the need for supervisors to create light duty jobs.

Cost Effectiveness

Temporary Work Assignments allow injured employees to remain gainfully employed eliminating TTD costs, which can ultimately contribute to increased insurance premiums.

Results

An effective Early Return to Work Program increases employee and organizational productivity and fosters expedient employee recovery through a progression of work-hardening levels until full duty.

Traditionally, injured employees believe that they should be allowed to stay at home until they are completely recovered. An injured employee's inactivity during an in home recovery period reduces muscle tone, slows down cardiovascular activity and generally has a debilitating effect on overall physical fitness. (Richard Pimentel, 2004) – National Disability Management Consultant)