



my workers' compensation information

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Your Guide to Transitional Work Duties



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Time away from work due to an injury or illness can be difficult and unsettling. With this in mind, your employer may provide a special program to assist you in regaining your health and returning to work. This program, called Transitional Work or Modified Duties, is specifically designed to ease your period from recovery to full-time job duties.

Why am I receiving this guide?

Your employer values you as an employee. It would be helpful to your recovery if you were to return to work performing what is called Transitional Job Duties. Please take a few minutes to read this guide. If you have any questions, do not hesitate to speak to your employer, medical doctor or your Traveler Medical Professional.

What is Transitional Job Duties?

Transitional Job Duties is the use of enhanced work tasks which fit your current physical limitations until you can return to your full job duties. It will help you to recover more quickly and completely. Simply put, Transitional Job Duties are part of your medical treatment and recovery.

Why is Transitional Job Duties helpful to me?

In many cases, injured or ill workers can remain at work during their recovery period. When you work through transitional job duties, you return to your regular job sooner, maintain communication with your employer and co-workers, and also maintain financial security.

Is recovery at home an option?

For an employee whose injury/illness prohibits job performance at any level, home recovery is often advised. However, Transitional Job Duties are offered to all employees and is considered a viable option during the recovery process. When you remain at home too long, lack of daily exercise and inactivity can wear down general muscle tone and fitness. This may increase the likelihood of reinjury when you return to full duty.

Transitional Job Duties is the bridge that transitions you from recovering at home to returning to your regular job duties. An evaluation from your treating physician will determine your physical capabilities, which will serve as a basis for establishing your modified duties.

Should I be concerned about re-injury?

A Transitional Job Duties plan is designed with your health interests as the top priority. This plan includes medical approvals and recommendations from your treating physician. Through careful monitoring of physical limitations, the chance of reinjury becomes less of a health risk than staying at home completely. Gradual recovery can actually be expedited through Transitional Job Duties, which allows you to gradually increase your strength and remain active - two key components of the recovery process.

What about my medical treatment?

Your medical treatment will continue as prescribed by your treating physician. Transitional Job Duties is a part of your regular medical treatment. An important point to remember is that Transitional Job Duties is tailored to your specific physical needs and, therefore, any medications, medical procedures, physical/occupational therapy and/or follow-up visits will remain intact as advised by your treating physician. Transitional Job Duties will not interfere with your medical treatment, but rather is designed to aid you during the recovery process.

How long does Transitional Job Duties last?

The length of a Transitional Job Duties is different for each person. You and your treating physician will discuss your expectations and goals, which focuses on remaining productive and getting better. Your employer, your physician along with your Claim or Medical Professional will make up your recovery plan, which determines your expected length of the Transitional Job Duties.

What happens if medical changes occur?

If your medical status changes during the Transitional Job Duties period, your assignment will be reassessed. Contact your treating physician as soon as you notice any changes to your condition.

employer will work with your treating physician's recommendations and make appropriate adjustments. Again, this program is designed, specifically, to adjust your regular job duties to your physical capabilities.

What do I need to do?

You, your employer, your physician, along with your Claim or Medical Professional will design the Transitional Job Duties plan by working together. It is a team effort. Think about what duties and assignments you would be able to handle on a temporary basis. Share your ideas and goals with your treating physician and employer and ask for their recommendations.

Transitional Job Duties involve:

Creating a personalized, monitored plan based upon your physical limitations as a result of your related injury. A set of temporary, enhanced job tasks and assignments in line with your physical capabilities are created to uniquely meet your physical capabilities.

You are the most important member of your return-to-work team.

A representative from Travelers is ready to discuss additional questions and concerns you may have regarding assignment options, duty descriptions and time frames. Call your employer or your Claim or Medical Professional to discuss a Transitional Job Duties plan today.

Focus on remaining productive and getting better. Let your treating physician know of any problem changes in your condition. Give Transitional Job Duties a chance to work for you.

For further information, please contact your Claim or Medical Professional.