

# Key Benefits of

# Return-to-Work Programs

Provided by **Risk Management Advisors**

When an employee experiences an occupational illness or injury, their eventual return to the workplace can create numerous challenges. Fortunately, return-to-work programs can help alleviate these concerns by supporting staff as they reintegrate back into the workforce. These programs may entail having an employee return to work with shortened hours, lighter workloads or modified tasks as they continue to recover. Return-to-work programs offer several benefits to both employers and employees.

## Benefits for *Employers*



**Increased retention**—These programs help retain valued staff and reduce the risk of turnover by allowing employees to return to work as soon as they're able.



**Lower costs**—Such programs can also cut workers' compensation costs by having employees gradually start working again and collect less in disability benefits.



**Higher productivity**—Having experienced staff return to work, even with reduced hours or workloads, can boost productivity more than hiring replacements.



**Improved morale**—Implementing a return-to-work program shows employees that their employer values their recovery and well-being, fostering a positive working culture.

## Benefits for *Employees*



**Boosted skills**—These programs can help employees maintain and enhance valuable job skills by having them return to work sooner rather than later.



**Greater connections**—Such programs can also keep staff more connected to the workplace by allowing them to continue the recovery process alongside their co-workers rather than at home.



**Healthier mindset**—These programs help foster a healthy mindset for recovering employees by giving them a sense of purpose within their daily work routine.



**Reduced financial uncertainty**—In many cases, employees earn more money by gradually returning to work as opposed to collecting disability benefits.