

## INTEGRATED DISABILITY MANAGEMENT

### Transitional Work Program

#### What if I try the Transitional Work Program and I cannot do it?

You will have a Work Status Form from your Health Care Provider which outlines information about the tasks you should be able to do and the ones you should avoid. Let your supervisor and Health Care Provider know right away if any part of your job causes you pain or physical problems. Your Transitional Work Plan may need to be adjusted.

#### Do I have to participate?

No. You can choose not to participate in the Transitional Work program, although, If you are on Worker's Compensation and refuse a modified work assignment you may be putting your Worker's Compensation benefits in jeopardy.

#### Is this the end of my medical treatment?

The Transitional Work Program is only a part of your recovery plan. You may still need to go to appointments and require other services during your recovery period. You will need to visit your Health Care provider for follow-up visits on a regular basis.

**YOU ARE THE MOST IMPORTANT PART OF  
YOUR TRANSITIONAL WORK TEAM.**



For more information on the Transitional Work Program please talk with your supervisor, Union Steward or contact:

INTEGRATED  
DISABILITY  
MANAGEMENT



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### Transitional Work Program

**HEALTHY RETURNS**  
Making Transitional Work  
a part of your recovery





## Recover faster Return stronger

Returning to work after an injury or illness can be difficult. A smooth transition can help you feel more comfortable and confident. And feeling comfortable is important to feeling healthy. That's where the Transitional Work Program comes in. It allows you to return to work in a way that's right for your health. And it's one of the best ways to help you recover.

The Transitional Work Program is run through Kaiser's Integrated Disability Management (IDM) Program. IDM was created out of the LMP. Kaiser and the LMP want you to have everything you need to take an active role in your recovery. To assist you, this brochure answers some of the questions you may have about the Transitional Work Program.

### Why do I need the Transitional Work Program?

In most cases, it's important to stay active while recovering from an illness or injury. By taking part in the program, you are likely to:

- Lose less income – *While doing Transitional work you continue to accrue benefits and earn your regular salary. Regardless of where your Transitional work is located your income and benefits come out of your department's budget*
- Get back to your regular job sooner
- Stay connected with your coworkers and supervisor

### What's wrong with recovering at home?

Staying at home and restricting your activities might be necessary if you have a serious injury, illness, or contagious condition. However, it's usually best to stay active and keep as close as possible to your usual routine, even at work.

### Will I go right back to my usual job?

First, your Health Care Provider (HCP) will need to complete a Work Status Form (WSF) based on what you can and cannot do at work. The tasks you are able to perform through the Transitional Work Program may or may not be duties from your regular job.

### How long does the Transitional Work Program last?

The answer is different for each person. Your HCP will talk with you about goals for recovery and how long you should expect to work through the Transitional Work Program. These goals should be included on the WSF as you continue to follow-up with your HCP. Assignments can last up to 3 months while you recuperate.



## WORK CAN BE THE BEST TREATMENT

### What kinds of tasks will my Transitional Work plan include?

Your supervisor and the IDM Case Manager will identify Transitional Task opportunities that are right for you based on your Work Status Form. The IDM Case Manager can assist you and your supervisor by locating transitional tasks through Kaiser's Transitional Task Bank. These tasks may be in other departments.

You'll know you have a good plan if:

- The tasks are safe for you to perform while you recuperate *and*
- You're accomplishing tasks that are valuable to you, your department, the organization and the Kaiser Permanente members that you serve