WORKERS COMPENSATION

SOME CONSIDERATIONS ABOUT ADDRESSING MULTIPLE WORKERS’ COMP CLAIMS FOR SAME INJURED WORKER

1. Start with an analysis of the multiple claims to date to understand if there is a pattern of the same or related claimed injuries, overlap of conditions, or common theme re safety issues.

2. Is there a pattern to the safety issues that have led to the injury? If so, this should be discussed with management and/or EH&S so the underlying problem can be addressed.

3. Should the injured worker be counseled or disciplined for not following safe practices?

4. Should the supervisor/manager be counseled or disciplined for allowing unsafe practices?

5. Is the supervisor/manager committed to improving safety going forward and identifying and reporting signs of fraud/abuse of the workers’ comp system?

6. Is the claim related to a non-compensable condition? If so, consider protesting the claim and, if allowed anyway, appealing it.

7. Is the medical condition related to a prior claim? Should we ask L&I to allow this as an aggravation of a pre-existing condition only and protest if they refuse?

8. Is there any indication of suspicious or fraudulent activity such as another job causing the injury, working in another job while on time loss, abusing the system, recreational activity, etc.? Consider a basic internet search be done to see if there is any sign of such activity.

9. Should UW ask L&I to assign an investigator to investigate above suspicions?

10. Should L&I be asked by UW to get an IME?

11. Should L&I be asked to assign a nurse case manager for review?

12. Should L&I be asked by UW to get a PCE?

13. Is light duty ready to be offered as soon as the employee’s restrictions allow same? If light duty is not accepted, UW should report same to L&I immediately so that time loss can be cut off as quickly as possible.