

# Returning to Work is Important for Workers



## ***Returning to work is important for workers***

Work is an important part of life, especially as you recover from an injury. Staying active, productive, and connected to your workplace can help you recover faster.

### ***How can the WCB help?***

If your injury prevents you from performing your regular job duties, the Workers Compensation Board (WCB) will work with you, your employer, and your healthcare providers to develop a return to work plan. The plan may include a gradual increase to your hours or duties. It could also include other suitable work that was not part of your pre-injury duties or work conditioning to build your strength and stamina.

The plan is unique to you. As a team, we design it specifically around your abilities and the kind of work that is available.

### ***What are the benefits of returning to work?***

Work contributes to the healing process, strengthening your mind and body. By returning to work quickly and safely after your injury, you can also reduce lost earnings. You may also gain new skills and experience from different work opportunities.

## ***Can I return to work before I fully recover?***

Yes. Depending on your injury, you may be able to do some of your regular job duties or other suitable work. Many workers can return to all of their regular job duties before they fully recover from their injury.

### ***What is suitable work?***

Suitable work is work that you can do with your current functional ability and skills. It must not be a health and safety risk for you or your coworkers. It should match your pre-injury earnings, if possible. In general, suitable work should be appropriate, meaningful, reasonable, and productive. We will work with you and your employer to find suitable work.

### ***Your Role***

Returning to work is a team effort and you are an important player. Your role in the plan includes:

- **Working with your healthcare providers.** Talk to your healthcare providers about what you do at work and plan what you can do while you recover. Make sure that you attend all of your scheduled appointments and follow the treatment plan set for you.
- **Working with your employer.** Keep your employer informed about your recovery. Work together to plan for your return to work.

- **Keeping the WCB informed.**  
Keep in touch with the WCB. Tell us about your progress each week, and let us know about any upcoming medical appointments

## ***Your employer's role***

Your employer will stay in contact with you during your recovery and will try to find work that you can do while you recover.

## ***Your healthcare providers' role***

Your healthcare providers will give you advice about your functional abilities. They will also let you know when you can safely return to some type of work.

Your healthcare providers are an important resource as you return to work. They can help you recognize the benefits of returning to work to help you recover.

## ***The WCB's role***

The WCB coordinates the return to work plan with you. We will monitor your recovery and explore return to work options with you, your employer, and your healthcare providers. We make sure that everyone works together and follows the plan.

## ***Return to Work Options***

Depending on your abilities and your recovery, we will help determine which return to work option is best for you.

**Ease back:** With an ease back plan, you can return to work gradually. As you recover, the work hours and duties change to match your abilities. Your employer or the WCB can start an ease back plan. The goal is to enable you to return to your full job duties gradually.

**Modified duties:** With modified duties, you can continue to work your regular hours with some temporary changes to your job duties.

**Alternative duties:** With alternative duties, you can perform job duties that are different from your pre-injury duties. The hours of work may change depending on your skills, the availability of appropriate duties, and your ability to perform them.

## ***For more information***

For more information, contact us:

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