

THE TOP 10 RETURN TO WORK MYTHS AND THE REALITIES BEHIND THEM

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FILE NUMBER



1 The 100% or Nothing Myth

A work injured employee must be able to do 100% of his or her job before returning to work.



2 The Disability Migration Myth

Employees who return to work after having a non-work related disability will re-injure at work and claim workers compensation.



3 The Light-Duties Myth

Light duties are always an effective way to return employees to full productivity.



4 The Total Disengagement Myth

People who suffer compensable disabilities need total rest and removal from working life in order to recover.



5 The Cynic's Myth

Most employees want to stay out of work as long as possible.



6 The Physician as Occupational Expert Myth

Physicians always certify work restrictions based on solid knowledge of job demands and know when a patient is ready to return to work.



7 The Fixed Location Myth

The work injured employee may only be returned to work with the company or department where his or her disability occurred.



8 The Ceased to be Incapacitated for Work Myth

A PMC certifying the employee as 'fit for pre-injury duties' means the same as 'ceased to be incapacitated for work'.



9 The Return to Work Myth

An employee has made a full recovery as soon as he or she is back at work receiving his or her pre-injury wages.



10 The Day v State of SA Myth

As soon as the employee returns to work, they are receiving wages or salary, not weekly payments.

