



Helping Injured Workers Re-enter the Workplace

Shakera Dean, a workers' compensation consultant at Crawford shares a story on helping an injured worker re-enter the workforce.

Suppose you are in a working professional that greatly relies on your ability to drive a vehicle, and while on a job one day driving, you get into an accident. You sustain a few broken bones and require surgery. Although you were able to avoid major injuries, you are unable to walk, stand and sit for prolong periods. What do you and your employer do? You are not in the position to perform your duties like you had prior to the accident, and your employer is down a driver.

An employee of one of my clients, was in this type of position. With a little bit of coaching and education, we were able to help the employer and employee identify alternative suitable job functions that this employee could perform, such as data entry, filing, inventory, photocopying and computer work, etc., as tolerated. These modified duties were suitable and safe within his restrictions. At first, the worker was a little resistant and declined these modified duties; however, I encouraged the employer to continue to reach out to the worker to try these duties even for a few hours and offer transportation to and from work. The worker agreed to try the sedentary duties and was very grateful. At the end of his modified duties, he was very thankful because he learned new skills. He can now type, has knowledge of the computer, and understands the logistics of the employer. He was very grateful to have caring people in his life who took the time to help him during his difficult time.

This story has some resemblance of real events with fictitious facts and details including the names, places, events, locales, and story specifics. Names, personal details and specifics have been removed for confidential purposes. Story details have been enhanced for effect.