

Workers' Compensation

November 27, 2018





WC Statute & Background

- RSMO 287
- Reforms from 1930's labor movement
- State-by-state programs
- MPR/Greene County Human Resources
- What IS and what IS NOT a compensable WC claim?



WC Statute & Background

- RSMO 287.020.2
 - The word “accident” as used in this chapter shall mean an unexpected traumatic event or unusual strain identifiable by time and place of occurrence and producing at the time objective symptoms of an injury caused by a specific event during a single work shift. **An injury is not compensable because work was a triggering or precipitating factor.**



WC Statute & Background

- RSMO 287.020.3
 - (1) In this chapter the term “injury” is hereby defined to be an injury which has arisen out of and in the course of employment. **An injury by accident is compensable only if the accident was the prevailing factor in causing both the resulting medical condition and disability.** “The prevailing factor” is defined to be the primary factor, in relation to any other factor, causing both the resulting medical condition and disability.



WC Statute & Background

- RSMO 287.020.3
 - (2) An injury shall be deemed to arise out of and in the course of the employment only if:
 - (a) It is reasonably apparent, upon consideration of all the circumstances, that the accident is the prevailing factor in causing the injury; and
 - (b) **It does not come from a hazard or risk unrelated to the employment to which workers would have been equally exposed outside of and unrelated to the employment in normal nonemployment life.**



Workers' Comp Costs

- Function of several factors
 - Job classes and rates
 - Payroll
 - Modifier (current .77; lowest achievable .70)
 - Frequency
 - Severity

Statistics

- MO Safe at Work Program



During the Noon hour



In August

Most injury incidents in 2017 occurred:



On Males



In 20-29 Age Group



On Wednesdays



In St. Louis County

Workplace Accident

Total for 2017

Highest Ranking Industry

Fatalities	118	Transportation and Warehousing
Injury Incidents	99,743	Health Care and Social Assistance
Lost Time Injuries	8,246	Manufacturing



Greene County Statistics

- Since 1-1-18: **85** reported injuries
- Majority Sheriff's Office and Highway Department



Rights & Responsibilities

Employee

- Report injury immediately to employer or supervisor; reports beyond 30-days may not be compensable
- Call MPR Nurse line **855-477-2266** & notify Human Resources
- Get medical care; if possible, supervisor should take employee to initial care location
- Inform employer of all follow-up appointments



Rights & Responsibilities

Employer

- Get injured employee medical care if directed
- File First Report of Injury within 30 days (MPR's Nurse line completes this on the phone)
- Return-to-Work
- Employee communication



Mercy Clinic Occupational Medicine

West Kearney 2120 West Kearney | Springfield, Missouri 65803 | 417-869-6191 | fax 417-869-6131
 Smith Glynn Callaway 3231 South National Avenue | Springfield, Missouri 65807 | 417-841-0186 | fax 417-841-0187

Worker's Compensation Report to Employer

Employee:				MRN:	
Employer:	Greene County Corrections			Fax:	868-4811
Visit Date:	11-26-18	Date of Injury:	11-14-18	Time In:	2:00
				Time Out:	2:51

Medical Assessment and Plan

Diagnosis: (R) intercostal strain

Treatment: Deep breath every hour while awake
Heat 20 min 2-3 times daily

Medications: Advil
Ultrasound

Causation Assessment:
 Work related Injury/Illness
 Non-Work related Injury/Illness:
 Indeterminate:

Recommendation

- Able to work WITHOUT limitations.
- UNABLE to work:
- Able to work WITH limitations if limited duty is available - See below.

<p>General Restrictions:</p> <input type="checkbox"/> NO / LIMIT work related driving to ___ hrs <input type="checkbox"/> NO / LIMIT work above shoulders <input type="checkbox"/> NO / LIMIT work below knees <input type="checkbox"/> NO / LIMIT work R / L arm / hand <input type="checkbox"/> Limit patient contact to vital signs and feeding <input type="checkbox"/> Vary position as needed for comfort <input type="checkbox"/> Seated work only <input type="checkbox"/> Keep injury elevated while working <input type="checkbox"/> Avoid exposure to _____ <input type="checkbox"/> Keep injury clean, dry and covered while working	<p>Lifting</p> <input checked="" type="checkbox"/> Limit to <u>10</u> lbs <p>Carrying</p> <input checked="" type="checkbox"/> Limit to <u>10</u> lbs <p>Bending/Twisting</p> <input checked="" type="checkbox"/> Limit to discomfort <input type="checkbox"/> No bending or twisting <p>Kneeling/Crawling</p> <input type="checkbox"/> Limit to discomfort <input type="checkbox"/> No work on knees <p>Hand/Wrist/Arm Movement</p> <input type="checkbox"/> Limit repetitive motion with R/L hand to discomfort	<p>Pushing</p> <input type="checkbox"/> Limit to ___ lbs <p>Pulling</p> <input type="checkbox"/> Limit to ___ lbs <p>Walking/Running</p> <input type="checkbox"/> Limit to discomfort <input type="checkbox"/> Limit to ___ hours/day <p>Standing</p> <input type="checkbox"/> Limit to discomfort <input type="checkbox"/> No prolonged standing <p>Sitting</p> <input type="checkbox"/> Limit to discomfort <input type="checkbox"/> No prolonged sitting
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Comments: - No restrictions -

- I understand information and education provided to me during my visit today.
- Discharged
- No Permanency with Work Status - No Future Treatment Needed

If your symptoms and/or conditions worsen prior to your next appointment, please contact this office or return for further treatment.

Return to Clinic 12:15 AM Appointment Date: 12-5-18 Time: 2:10
 Signature: [Signature] Date: 11/26/18

Barry Rineer, PA-C Physician's Assistant	Scott Galligos, DO Family Medicine/Occupational Medicine Board Certified	Michael Bauer, MD Occupational Medicine/Orthopedics
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SPR 3767 (12/19/17)



Workers' Comp Process

- Compensable injury
- Call MPR Nurse line **855-477-2266**
- Follow nurse's directions (self-care) or referral to treatment location
- Follow-up calls with nurse line before seeking non-emergency care
- Medical/therapy treatment



Return-to-Work

- Essential tool for employee relations and employee recovery
- Limited time option for full pay and on-the-job accommodation of temporary restrictions
- Communication with Employee, Human Resources, Nurse Case Manager, Employee Advocate, Risk Manager

Questions?