



WorkWell's OnSite Flex Fit

A Fresh Approach to Onsite Workplace Injury Prevention

The Impact of Employee Trust on Injury Prevention and Return to Work Speed

The Workers' Compensation Institute (WCRI) has identified trust in the employer as a significant predictor for an injured worker's likelihood to return to work following an injury. Their study determined that workers with low trust in their employer were twice as likely to remain off the job once injured as compared to those who had trust in their employer.

The industry has taken note of this compelling finding. Advocacy programs are growing today. These programs place the injured worker at the center of planning their own health, recovery and return to work.

Employers who invest in worker safety and injury prevention signal to their workforce that they value them. Employer programs that offer immediate care at the worksite following injury communicate care and respect. Workers who believe their employers care about what happens to them will be more likely to trust their employer throughout their return to work process and experience positive outcomes.

Here is how WorkWell's new approach builds that trust ... and reduces injury claims.

- Onsite physical therapists (PTs) build relationships with workers to help them understand their bodies and typical healing timelines in an effort to minimize fears and eliminate misinformation. PTs engage with workers in their workspace to strengthen credibility with the workers.
- Since PTs are onsite, they can easily engage with workers outside of an artificial medical environment to better understand their work demands, work environment, beliefs and behaviors.
- A shared approach to decision-making, partnering and trust is created. PTs support workers' compliance and personal accountability for their rehabilitation and personal health goals in person. That means they are available to troubleshoot potential obstacles to recovery or improved health directly with the worker.



Pre-Hire to Retire Prevention, Wellness and Treatment

The Impact on Workers' Compensation

- Research shows workplace care minimizes time-loss and costs. Onsite treatment can help injured workers return to work sooner and remain job-attached following injury. You'll experience the following benefits with the new WorkWell OnSite Flex Fit service:
- The routine availability of onsite physical medicine providers facilitates early referral and intervention. Onsite PTs become part of the operating environment and workplace culture, injuries are addressed faster.
- Providers have easy access to specific work demand information to help their development of appropriate transitional work and stay-at-work plans. Stay at work initiatives keep workers engaged at work in a supportive environment with typical social interactions (instead of being potentially isolated outside of the workplace).
- Onsite treatment impacts the overall cost of claims, minimizing productivity loss because workers do not need to leave the worksite for periods of care.
- Onsite care effectively integrates elements of case management with advocacy-based care that join healthcare resources (therapist, physician) with work stakeholders (worker, supervisor).
- Historical WorkWell data has shown reductions of 20-50% of incurred claim costs when program results are compared to similar severity adjusted historical claims or sites without onsite services. Treatment savings are often attributed to differences in the number medical visits and avoided testing costs and/or saved surgeries in similar cases.
- Results focus primarily on musculoskeletal claims, but most employers enjoy savings across their aggregate claim experience.

The Impact on Prevention/Triage/First-Aid

Prevention, triage and first-aid care helps an employer avoid or minimize potential workplace problems, including worker injuries. Addressing fatigue, pain, ergonomic risks or work process risks helps avoid or minimize OSHA recordables, occupational claims as well as medical and lost time costs. The new WorkWell solution strengthens these areas:

- Onsite PTs understand the job demands and are readily available for problem solving, ergonomics and job coaching.
- Research identifies that workers with unreported symptoms can be as numerous as 25-40% of reported injuries. Prevention and a culture of early reporting can help minimize overall claim costs and indemnity.



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- Historical WorkWell data shows 90-95% of individual prevention episodes do not convert to recordable episodes or workers compensation cases. Providing onsite prevention and first aid services results in approximately a 25% reduction of workers' compensation claims.
- Onsite prevention services can reduce the risks that pain or concerns from work or home activities will impact the worker's focus on their job functions.
- An employer's safety program will typically focus on preventing slips, trips and falls. However, onsite prevention services can be a force multiplier for safety initiatives through ongoing worker coaching and education.

WorkWell's Biggest Impact—A Shift to Prevention

It's human nature. You trust a familiar face. When employees see an onsite PT every day, it creates a relationship that makes it easy to ask for help and advice. Especially when a PT knows your workplace.

WorkWell's OnSite Flex Fit

WorkWell has developed this new approach that uses research-based data to pinpoint what a company needs. WorkWell integrates what data uncovers with a focus on the employee experience. WorkWell brings the healthcare team and frontline workers together for a positive experience that treats injuries for less and funds prevention with the savings.

By having therapists onsite, companies bring together the healthcare team and frontline workers. WorkWell's approach removes unnecessary barriers to treatment and integrates preventive elements such as ergonomic consultation, job coaching, and team/worker conferences to produce a better employee experience. This approach is especially effective because the therapist is right there on the spot, getting to know employees and becoming familiar with the workplace.

It Starts with Data

A tailored approach is the foundation. Through a proprietary needs assessment process an onsite program is designed to meet company and employee needs. Service targets are jointly developed based on the model and reassessed/adjusted on a periodic basis to ensure continuous impact.



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WorkWell's model uses:

- WorkWell book of business data (70,000 PT visits over a 5-year period)
- Your claims data
- NCCI/Industry data

WorkWell OnSite Flex Fit crunches this data to customize the mix of services to optimize ROI and design a new employee experience that builds trust and creates engagement in preventing injuries.

Ready to get started? [Contact WorkWell today.](#)



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