

Effective July 1, 2016: Workers' Compensation Changes

Incentive I:

\$1000 will be charged to the department if an injury/illness requiring medical treatment is not reported in a timely way. After an employee first calls CorVel to report the incident and arrange medical treatment, a Supervisor has only 5 business days to complete the report.

Why are they doing this? In the long run moving the process along more quickly does lower costs, but the most important thing to remember is that until a claim is completed by the supervisor, the injured employee cannot be assigned to an adjuster and will not have anyone able to approve and arrange medical referrals. The sooner the report is completed, the better for the employee.

Incentive II:

When an injured employee receives a return-to-work note from the work comp doctor with identified temporary work restrictions, the department must arrange transitional duty to temporarily accommodate those restrictions, or pay 50% of the employee's lost time pay instead.

Why are they doing this? Research has shown that employees who are encouraged to return to work, and offered some kind of light or transitional duty while they fully recover, come back to work at full duty sooner. The state saves on lost time costs, and the department is back up to full staffing earlier – better for everyone!

Reporting an “Incident Only”:

The Tennessee Division of Claims (the agency which runs our Workers’ Compensation program) is now requiring that ALL personal injury incidents be reported via the CorVel call-in system. “All” means all. Even if the incident does not result in medical treatment, the employee and/or supervisor must notify the state. Additionally, any event involving a hazard (i.e. wet or slick floors, broken pavement, etc.) should also be reported.

Why are they doing this? The state is gathering information about all the state agencies’ “near-misses”, but there are additional reasons why it is in the best interests of UT employees to report these incidents as well:

- An employee may not realize the extent of their injury or how early intervention may help. The triage nurse will determine if care is needed, whether it is from a medical professional or simply self-care.
- Reporting an incident also helps in determining compensability if the employee later feels he/she needs medical treatment.
- Reporting a “possible” injury while it is fresh in everyone’s mind, even if the employee does not feel the need for medical treatment, means that we get the best possible details about the situation. It is easier to give details about what happened right after it happened than to try to remember the details weeks or maybe months later.
- Helps with campus safety by early identification of potential hazards.

UT Knoxville Risk Management:

<http://riskmanagement.tennessee.edu/>

State of Tennessee’s worker’s compensation website:

<http://treasury.tn.gov/wc/index.html>