



# RETURN TO WORK SOLUTIONS



844 (BRIOTIX) 274-6849  
briotix.com







## **EARLY RETURN TO WORK:**

Our Early Return to Work (RTW) service line facilitates the return of injured employees back to work as quickly as possible after an injury or illness.

Early return to work is critical to drive a culture of caring for employees and cost savings to the claim. The easiest measure of success is the reduction of lost workdays, but it also includes lower litigation and a quicker recovery. Briotix Health works closely with all involved by providing creativity, guidance and resources to bring the worker back as soon as possible within the work restrictions identified.

**Our early return to work evaluation includes:**

- Assistance with identifying and coordinating an appropriate RTW assignment
- Documentation of the return to work offer
- Problem resolution
- Physician communication to monitor the employee's medical status

## **GRADUATED RETURN TO WORK PROGRAMS:**

These plans deliver step-by-step recommendations for employees' reintroduction to work over a defined period. Using the data from Physical Demands Analyses, our experts work with treating medical personnel to deliver detailed plans and documentation of employee progress.

## ERGOMED:

The Briotix Health ErgoMED solution delivers virtual and onsite ergonomic assessments and end-to-end risk reduction service for claimants or employees in discomfort. A Briotix Health expert will provide best-practice and personalized modifications to your employee or claimant to reduce ergonomic risk factors that can aggravate health conditions and cause relapse. Briotix Health offers both onsite and virtual ErgoMED services to provide workspace ergonomic modifications.

ErgoMED transforms the economics of restoring worker health by:



Improving  
return-to-work and  
stay-at-work outcomes



Quickly removing risk  
factors to expedite  
rehabilitation



Reducing costs associated  
with unnecessary  
equipment requests

Whether using our onsite or virtual ErgoMED solution, our expert ergonomists deliver recommendations tailored to your company's equipment catalog and internal processes.

## VOCATIONAL ASSESSMENT:

The purpose of the Vocational Assessment is to assess an employee's ability to perform their existing job or find other employment in the open labor market. It typically includes an evaluation of medical factors, psychological makeup, educational background, social behaviors, attitudes, values, work skills, interests, and abilities. Briotix Health conducts in person or virtual Vocational Assessments with comprehensive reports to follow.

The Vocational Assessment includes:

- 1 Review of documents
- 2 Meeting with employee
- 3 Vocational research
- 4 Transferable skills analysis
- 5 Comprehensive report





## **INTERACTIVE PROCESS:**

The Interactive Process is a collaborative effort involving the employer and employee to determine if the employee can return to work after an occupational or non-occupational injury, disease, or disorder.

The ADA and FEHA requires covered employers to provide effective, reasonable accommodations for employees with disabilities. The EEOC recommends that employers use an “interactive process” which simply means that employers, and employees with disabilities who request accommodations, work together to come up with “reasonable accommodations” so workers can perform essential functions of the job. Briotix Health provides guidance and professional support to the employer so they can focus more on their business operations.

### **The Interactive Process Includes:**

- Discussion with requesting party regarding Interactive Process needs
- Review of all supporting documents
- Analysis of the regular job performed and determine its purpose and essential functions
- Completion of Job Description of identified position if job tasks/requirements need clarification
- Scheduling and facilitating of Interactive Process meeting
- Preparation and submission of a written report of meeting results and next steps
- Assisting in the identification of reasonable accommodations opportunities
- Scheduling and facilitating follow up Interactive Process meetings, as needed
- Documentation of all efforts

We follow ADA and FEHA laws regarding disability and employment while helping to protect employer from disability discrimination claims.





## PHYSICAL DEMANDS ANALYSIS (PDA)

Defined, objective measurement of each job's actual physical demands- the first step in preventing injuries and returning employees to safe work.

Briotix Health clinical experts go to your jobsite and measure the demands of targeted job tasks for each essential function in the job description. Using smart, calibrated Briotix Health technology and ISO processes. Your employees and supervisors are observed and consulted as subject matter experts to ensure accurate PDA.

We use this data to develop specific return to work protocols that can be implemented in partnership with the treating physician, supervisor, and disabled employee to return employees to work safely and productively. PDA data can be documented as a detailed written report of essential job functions and corresponding physical demands. This data is essential in making informed, safe, and defensible return to work decisions.



## RTW JOB COACHING:

Your Briotix Health provider will roll out the red carpet for your returning employee ensuring they understand the company's commitment to their reintegration. Additional coaching topics include health body mechanics, ergonomics, and self-care as they transition to back to work.

This provides the employee with a resource to help them safely resume activities. Your provider will bring skills and knowledge in accommodations, behavioral health, claims administration, injury recovery, and biomechanics to successfully reintegrate injured workers.





## FUNCTIONAL CAPACITY EVALUATION (FCE)

Partner with Briotix Health and plug your workforce into our network of highly-trained providers utilizing BTE™ Smart Evaluation Equipment. FCEs help companies determine medical treatment authorization, return to work, and apportionment eligibility with objective evaluation data. We manage scheduling, referral placement, and multi-point quality assurance for your entire functional capacity evaluation process.

The BTE™ FCE is an important part of the decision support process. It includes the employer, claims adjustors, physicians, and therapists – all working together. Relying on objective BTE evaluation data to determine medical treatment authorization, return to work, and apportionment eligibility in applicable jurisdictions. The FCE is critical to safe, efficient recovery and return to work.



## FIT-FOR-DUTY™ TESTING (FFD)

Functional assessment based on the essential job demands to determine an employee's ability to safely return to work following a work absence.

BTE™ Fit-for-Duty testing helps you assess and proceed with return to work options – for individuals on disability as well as inactive employees. All building on our provider network, Briotix Health onsite services, and research-backed testing platforms and protocols.

BTE™ Fit-for-Duty also allows you to take a more informed, active role in workplace health and productivity. Baseline your active employees provides insight into their current functioning levels. Then, Briotix Health experts can work with you to develop appropriate wellness programs – cardiac, exercise, or strengthening to help you prevent future issues due to an aging or deconditioned workforce.





## ONSITE DISABILITY DURATION MANAGEMENT

*Combining return to work program elements through a dedicated Briotix Health team member embedded at your site(s).*

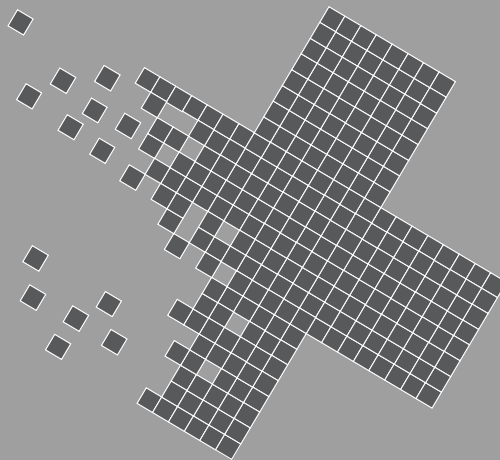
By using customized return-to-work solutions, Briotix Health partners with you, your employees, and your team to proactively develop and manage programs and processes proven to get employees back to work sooner from disability.

Through our onsite and virtual solutions, companies reduce the duration of short-term disability and workers' compensation indemnity claims and the run-over into long-term disability.

### **BRIOTIX HEALTH CAN:**

- Identify and intervene before non-occupational and occupational discomfort and injury lead to disability
- Implement workplace adaptations enabling stay at work and return to work
- Identify opportunities to safely accelerate an employee's return to work
- Facilitate re-integration into the workforce
- Increase workforce engagement and productivity from reduced absenteeism and presenteeism
- Reduce absence duration in short-term and long-term disability by engaging disabled employee, supervisors, treating physician, management, and return to work staff in best practices to accommodate, educate, and reintegrate employees off work because of a disability claim

**Disability claim durations are significantly reduced. It is not uncommon to see improvements that drive ROI in the range of 3:1 to 10:1 in the first 1-2 years, then sustained thereafter.**



## CARING FOR YOUR WORKFORCE AND BUILDING A HEALTHIER WORKPLACE

Serving clients throughout the US and  
internationally for more than 20 years

# CONTACT US TODAY

**844 (BRIOTIX) 274-6849 | [briotix.com](http://briotix.com)  
[info@briotix.com](mailto:info@briotix.com)**

**West Coast Office**  
515 Marin Street #318  
Thousand Oaks, CA 91360

**Headquarters**  
9000 E. Nichols Avenue #104  
Centennial, CO 80112

**Midwest Office**  
285 Forest Grove #207  
Pewaukee, WI 53072