

# Return to Work: A Broad Picture

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An integrated approach leads to a return to work (RTW) that is 2.4 times faster than usual interventions.



During the pandemic, RTW coordinators saw a 6% increase in communication with workers, employers, or supervisors, but a 17% decrease in communication with health care providers.



Remote work pre-dates the COVID-19 pandemic and can be a helpful tool for individuals requiring accommodations.

COVID-19 has dramatically shifted traditionally in-person jobs to remote work, and demonstrated that many jobs— not only those to accommodate a disability— can be done remotely.

The experience of mass work-from-home can be used to reimagine an accessible and inclusive future of work through identifying both met and unmet needs, as well as inequalities experienced.

## SOME CONSIDERATIONS FOR RETURNING TO THE WORKPLACE INCLUDE:

- Implementing a communicable disease policy
- Changes to the law and/or policy in your jurisdiction
- The impact of work stoppages when returning to the workplace
- Changes to the workplaces that may be required

Timely communication and collaboration are key during the different phases of work disability:



**AT THE BEGINNING OF SICKNESS:** Involve employer, health care providers, family, and insurer(s).



**AS REHABILITATION PROGRESSES:** Engage health care providers; facilitate exchange of information, progress, and functional ability forms.



**RETURN TO WORK:** Involve employer, manager(s), and coworkers; attain ongoing support from health care providers.



## REMINDER!

Always connect directly with an employment lawyer before making final decisions.

