

**Subject:** Preview - ICRMT Update - February Newsletter  
**Date:** Tuesday, November 12, 2024 at 10:52:44 AM Central Standard Time  
**From:** Marketing Email Preview Send  
**To:** Katie Noeska

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.



## Modified Return to Work Programs, Part 1, Benefits

Modified duty work programs, also known as light duty, or transitional duty, offer numerous benefits to the employer and employee, particularly following work-related injuries, promoting a speedier recovery and return to full duty work, and controlling workers' compensation claims costs. These programs provide a structured pathway for injured employees to return to work in a modified capacity, which can significantly aid their recovery process<sup>5</sup>. Programs often involve tasks such as administrative work, cross-training other workers, equipment inspections, inventory management, and site maintenance<sup>2</sup>. By offering meaningful light duty assignments, employers can keep their employees focused on returning to work quickly and safely<sup>2</sup>.

From a business perspective, light duty work programs can increase productivity and improve morale<sup>2</sup>.

Injured workers bring their drive and motivation to other jobs and departments, and their return can boost the morale of their colleagues<sup>2</sup>. Additionally, these programs stabilize the workforce by reducing the need to hire temporary staff to fill the gap left by the injured worker<sup>2</sup>. They also help reduce costs associated with injuries, including increased disability and medical payments, litigation rates, and insurance premiums<sup>4</sup>.

The benefits of light duty work programs are also reflected in statistics. According to the RAND Institute for Civil Justice, having a return to work program in place reduces the length of an injured employee's absence by an average of 3.6 weeks<sup>3</sup>. Even for an employee who faces a permanent disability, a return to work program reduces the average number of weeks out of work by 12.6 weeks<sup>3</sup>. These figures underscore the significant role that light duty work programs play in facilitating the recovery of injured employees and maintaining the productivity of the workplace.

In the next part, we will explore the financial impacts on the employer of having versus not having a modified duty program, and the practical aspects and components of implementing a successful modified duty program.

Please contact your ICRMT Risk Management Consultant if you would like more information, have any questions, or would like any assistance with implementing or refining a modified duty program.

Source(s)

1. [Light Duty Job - Labor & Industries \(L&I\), Washington State](#)
2. [Light Duty Jobs Help Transition Workers Quickly and Safely](#)
3. [Return To Work Program | HR Solution | Light Duty Pathway®](#)
4. [Return to Work Statistics - Catalyst RTW](#)
5. [The ADA, Occupational Injuries and Light Duty | Disability, Leave ...](#)



## Urgent Notice for EMS Providers: Your Safety at Risk!

It is no secret that EMS staff face danger while handling patients. Shockingly, this critical aspect of training is often overlooked. It's no coincidence that EMS providers sustain injuries precisely where they receive the least preparation.

To assist EMS providers in avoiding injuries associated with handling patients, the ICRMT offers P.H.A.S.E. International's "Mastering Patient Handling" online course, available through the NeoGov Learn online learning portal. This course and over 300 others are available to ICRMT members at no cost. "Mastering Patient Handling" is just under 2 hours total in length, with 8 modules that range from 3 minutes to 34 minutes. The course is self-paced and as such, it can be completed over time and when convenient.

This groundbreaking course equips students with scientifically validated techniques for safely lifting patients out of bathtubs, seamlessly transferring them onto hospital beds, and executing every essential step in between. Unlike outdated tips and tricks for lifting and moving patients, the course provides cutting-edge skills that prioritize both provider and patient safety.

By mastering these techniques, emergency care providers can prevent injuries, elevate patient care, and extend their careers. Don't wait—your safety and patients' safety may depend on it!

Please contact Brandon Beyer, IPMG Risk Management Support Assistant, [brandon.beyer@ipmg.com](mailto:brandon.beyer@ipmg.com) for more information on the course or to enroll on the NeoGov Learn online portal.

---

## **Find Grants with Lexipol's GrantFinder Service, for ICRMT Member Public Entities**

The Illinois Counties Risk Management Trust is excited to continue our partnership with Lexipol in 2024, a partnership that brings significant value to our members. As part of our ongoing effort to support and empower your work within your communities, the ICRMT is providing access to a limited number of Lexipol's GrantFinder service, the leading grant search tool in the industry.

GrantFinder is a powerful tool that simplifies your search for funding, connecting you with thousands of grant opportunities that match your needs. Whether you are looking for grants for specific projects, community initiatives, or general operations, GrantFinder can help you find and secure the funding you need.

As a member, you can enjoy these exclusive benefits from GrantFinder:

- **Complimentary Access\***: You can access GrantFinder for free, unlocking a wealth of grant opportunities with an easy-to-use search platform. You will never miss out on funding again.
- **Customizable Searches**: You can filter opportunities based on your criteria, such as timelines, project requirements, eligibility, and more. You can also save your searches and favorites for future reference.
- **Timely Alerts**: You can receive updates and alerts on new grant listings and deadlines, keeping you one step ahead of the competition.
- **Expanded Grant Support**: In addition to GrantFinder, Lexipol offers a range of comprehensive grant services, such as professional grant writing and the Grant Assistance Platform (GAP)

retainer service. These services are designed to provide you with expert support throughout the grant acquisition process, enhancing your chances of success.

To learn more about how you can utilize Lexipol's GrantFinder service, please contact your risk management consultant today. Don't miss this opportunity to find and secure grants for your entity.

\*Complimentary access is on a first come, first served basis and is limited to the GrantFinder service, but not other Lexipol grant related services



### **Join Us for the 2024 ICRMT Annual Member Conference**

We invite you to participate in the ICRMT Annual Member Conference, a premier event for ICRMT members. This conference is an excellent opportunity to enhance your risk strategies and stay abreast of public entity trends. Over two days, you will engage in insightful discussions and network with industry peers, all aimed at advancing your insurance sophistication and risk management initiatives.

[View the full details and register now](#)

---

### **Navigating the Insurance Maze: Workers' Compensation Pain Points and the Crucial Role of Integrated FMLA and Absence Management Programs.**

In the dynamic landscape of workforce management, employers find themselves grappling with a myriad of challenges, and one of the most intricate puzzles they face is workers' compensation, FMLA and other Absence Management Programs. From the administrative complexities to the financial burden, addressing the pain points associated with workers' compensation and absence management programs requires an integrated strategic approach. Here, we delve into the common pain points of workers' compensation and explore how an effective integrated FMLA and absence management program can be the key to unlocking solutions for best outcomes.

[Read more](#)



## City of Rochelle Leads the Way in Safety Training

The City of Rochelle is committed to providing a safe and healthy work environment for its employees. Thanks to Brittney Zick, the HR Risk and Safety Coordinator who joined the city in June 2022, the city has implemented a comprehensive risk management program that includes a robust safety program and training initiatives. The program aims to prevent injuries and illnesses, foster a culture of safety, and reduce incidents in the workplace.

As part of the program, the city conducts monthly safety meetings that educate employees on OSHA standards and best practices. The city also holds quarterly safety committee meetings where employees can share their feedback, discuss safety initiatives, and review near miss incidents that happen within city departments. Employee feedback has consistently indicated that hands-on, interactive safety training sessions are the most engaging and beneficial. With this in mind, and with the support of the all management, the city has been able to offer a variety of hands-on, interactive safety training sessions to complement the OSHA required training. Some of the sessions that the city has organized are:

- A safety talk by Lee Shelby, who lost both of his hands in an industrial electrical accident
- An in-person NFPA-70E and operating large breaker training for the water and water reclamation employees
- An interactive trenching and shoring demonstration hosted by local contractor Lee Jensen
- A pole top and bucket rescue training for the electrical linemen

- A snowplow rodeo for the street department personnel
- A half-day confined space entry and rescue training exercise involving city firefighters, police officers, linemen, water/water reclamation and public works personnel, and other area first responders

The city is planning to host more hands-on, interactive safety training sessions soon, such as:

- An interactive fall protection and ladder safety training that will cover not only ladders, but also harnesses, lifelines, retrieval belts, and hoists
- An intensive 2-day bucket truck and fall protection course for the linemen
- A back safety/ergonomic training session to educate employees on how to reduce the chance of back and other injuries, while performing physically demanding tasks

The ICRMT applauds the City of Rochelle, Brittney Zick, and all the city employees for their dedication to ensuring the health, safety, and well-being of their workforce!

---

Have questions? Contact our Risk Management Team.

[rmsinfo@ipmg.com](mailto:rmsinfo@ipmg.com)

Insurance Program Managers Group, 225 Smith Road, St. Charles, IL 60174

[Unsubscribe](#) [Manage preferences](#)