

# Back on the Job: How Return-to-Work Programs Can Help Home Healthcare Workers



800.362.3363 | [info@vginsurance.com](mailto:info@vginsurance.com)

When a home healthcare worker suffers an injury or illness, it can be difficult for them to return to work. Not only is it a setback for the employee, but it can also be disruptive to the patient and the employer.

A return-to-work program is a strategy that can help home healthcare workers return to work as soon as they are able to do so safely. Return-to-work programs are especially important for home healthcare workers with class code 8835, which includes certified nursing assistants, home health aides, and personal care aides. In this post, we will discuss the benefits of return-to-work programs for home healthcare workers and how to create an effective program.

## The benefits of return-to-work programs

Return-to-work programs can help injured or ill home healthcare workers return to work in a safe and gradual manner. This can include things like light duty assignments, job accommodations, and phased return-to-work plans. These programs can help reduce the length of the employee's disability, improve morale, and minimize the disruption to the patient and employer.

## How to create an effective return-to-work program

Creating an effective return-to-work program requires a cooperative effort between the employer, the employee, and the healthcare provider. The program should be tailored to the specific needs of the employee and should consider the employee's physical abilities, job duties, and medical restrictions. The program should also be flexible and be reviewed regularly to ensure that it is meeting the needs of all parties involved.

## Communication and support

Communication is key to the success of a return-to-work program. Employers should keep the employee informed about the program and what to expect. Employees should be encouraged to ask questions and provide feedback. In addition, employers should provide support for employees throughout the program, including counseling, training, and assistance with accommodations.

## Compliance with state and federal regulations

Return-to-work programs must comply with state and federal regulations. Employers should be familiar with the regulations and ensure that their program complies.

Return-to-work programs can be an effective way to help home healthcare workers return to work after an injury or work-related illness. These programs can help reduce the length of the employee's disability, improve morale, and minimize the disruption to the patient and employer. By creating an effective program, providing support, and ensuring compliance with regulations, employers can help their home healthcare workers return to work safely and successfully.

At VGM Insurance, we have developed an exclusive Workers' Compensation product specifically designed for the home healthcare industry. To learn how VGM can help you reduce the risk of injury for your employees, contact us today at [info@vgminsurance.com](mailto:info@vgminsurance.com) or call us at **800-362-3363**.