

Work Reintegration Program

The WSIB's Work Reintegration Program will enable safe and suitable employment for injured workers. We've phased out the use of external Labour Market Re-entry case managers, and are managing injured workers' pathways to employment ourselves. We will provide injured workers with a sound assessment, and if needed, high-quality, credible training that will – to the best of the WSIB's ability – equip them for return to work.

Work Reintegration is the process of returning to work following a period of disability. It encompasses the many ways in which this happens, e.g., graduated return, accommodations, and/or retraining to return to either the original injury employer or the general job market.



For more information...

Visit our website at www.wsib.on.ca for more information about Ontario's workplace safety and insurance system.

Workplace Safety and Insurance Board

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Information for Workers and Employers

Work Reintegration Program



Vision

Reintegration into decent, safe, and sustainable employment

Goal

Employment

Principles

1. Maintain the employment relationship, wherever possible, between the worker and the injury employer, with all parties having a shared obligation.
2. Reintegrate workers into decent, safe and sustainable work, maintaining the dignity of the worker.
3. Provide effective and meaningful input and choice on the part of the worker.
4. Maintain high standards for services provided by WSIB staff and contracted parties to ensure effective, quality services that achieve desired employment outcomes.
5. Manage the costs of the program.
6. Ensure workers are fairly compensated for wage loss, recognizing the difference between pre-injury earnings and post-injury earning ability.

New and Improved Features for Injured Workers and Employers

- ▶ Early intervention in return to work (RTW) and work transition (WT)
- ▶ Retraining to remain with injury employer
- ▶ Active engagement of injury employer
- ▶ Accommodation requirements
- ▶ Penalties for worker and employer non-cooperation
- ▶ More pathways for workers
- ▶ Worker choice
- ▶ Program time limits
- ▶ Recognition that part-time employment may be the best option
- ▶ Relocation assistance
- ▶ Employment placement and retention support services



Work Reintegration Roles

Case Manager

Set return to work and recovery goals, and make appropriate decisions based upon legislation, policy and good practices.

Return to Work Specialist

Co-ordinate return to work by facilitating the return to work process, and educating the workplace parties on principles and best practices, the benefits of return to work and services available, the employer's and worker's rights and obligations, and available resources.

Work Transition Specialist

Provide expert advice, vocational rehabilitation planning, and support workers and employers to co-ordinate work reintegration which may include accommodation and transition to a different job if necessary.

Work Reintegration Touch-points

