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## Cost Control Techniques

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### **\$15,000 Medical Only Program**

The \$15K Program allows an employer to pay the first \$15,000 of medical expenses (including pharmacy) in medical-only claims. Payments made by the employer are not charged to the employer's claims experience.

### **Salary Continuation**

Salary continuation is compensation paid by the employer to the injured worker in lieu of temporary total compensation. By continuing to pay an injured worker's wages as if he or she were still working, the employer avoids being charged temporary total compensation and a lost-time reserve on the claim.

### **Lump Sum Settlements**

A Lump Sum Settlement is an agreement on a specific dollar amount, among the employer, injured worker and BWC, to resolve one or more workers' compensation claims. Settling a claim allows the reserve placed upon the employer's experience to be removed.

### **Handicap Reimbursement**

Handicap reimbursement is a program where an employer may seek reimbursement if an injured worker has one of 26 pre-existing conditions. If the pre-existing condition contributes to a work-related injury or prolongs recovery, the employer may be entitled to cost relief.

### **Vocational Rehabilitation**

Vocational rehabilitation helps injured workers safely return to work or maintain employment. These services are individually tailored to meet the needs of injured workers and their work environment. The goal of vocational rehabilitation is to return the injured worker to employment, resulting in cost savings for the employer.

### **Modified Duty Off-Site**

Modified Duty Off-Site (MDOS) is a program offered to employers to assist in returning their employees to work (temporarily offsite) following an injury or period of disability. This program provides placements utilizing employees with temporary restrictions that are not able to return to their original job. Typically, these job placements are coordinated with non-profit agencies. MDOS allows the employee to resume a productive work lifestyle, while transitioning to their regular job and reducing costs for the employer.

### **Transitional Work Program**

Transitional work allows an injured employee with medical restrictions to work in their real job or transitional job for a limited period of time under the direction of a therapist. This program helps lower an employer's workers' compensation costs by decreasing the number of days an injured worker is off work.