

# Why is a Job Description Important to a Workers' Compensation Program?

Besides being a valuable tool for job placement professionals to use in order to find an employee that is a good fit for a job, a well-written job description can be a valuable tool in assisting your workers' compensation return-to-work and cost containment programs.

## Post-Offer, Pre-Placement Physicals:

- Obtain the opinion of a qualified medical professional regarding an individual's physical capabilities and whether they are sufficient to perform job duties without injury.
- Ensure a person is not placed in a position where they are more likely to sustain an injury due to the physical requirements of the job duties.

## Return-To-Work Program:

- A medical professional may use the job description to determine an injured worker's capability to return to a full-duty or light-duty position.
- Prevents the placement of an injured worker in a position where they are more likely to sustain an injury due to the physical requirements of the job.

## Vocational Capabilities Record:

- At the time of classification of a claimant, an employer may use the job description as proof of vocational capabilities of the employee at the time of their injury.

## Fraud Prevention:

- Prevents a claimant from exaggerating their loss of use at an injury site by providing objective data on an employee's physical capabilities during a "return-to-work" or "post-offer pre-placement" physical examination.

*If you would like any more information on this topic or a sample job description, please contact Erin Gregory at NCAComp or refer to the NYS Workers' Compensation Board Return to Work Program Handbook, available online.*

Prepared by

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