

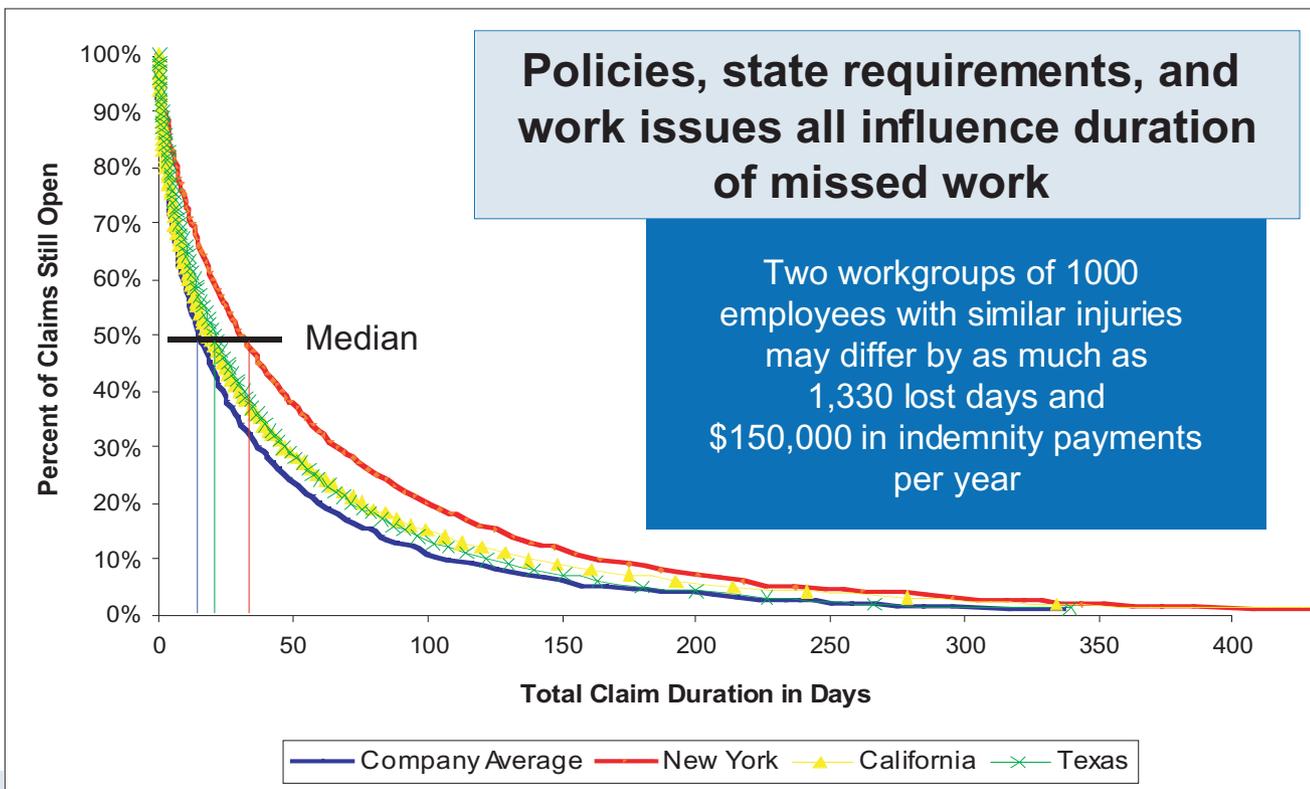
Factors Influencing Return to Work: Keeping Health in Context

Return to Work for the same injury will vary for many reasons

Survival Curves show how many people have returned to work after specific time periods following a work related injury.

Experience for one large national company:

- Over half of injured employees return to work in the first month following injury.
- ¥ The median time away from work varied from an overall company average of 14 days to a high of 31 days for employees in New York.
- ¥ California and Texas also had high median durations of 19 and 21 days.
- ¥ The major differences in state policies include speed of required reporting of injury, employees ability to choose their provider, longer waiting periods, and in some cases a higher wage replacement percentage.
- ¥ Besides state of residency, duration of absence was positively associated with age, amount of overtime in the employee's work group, number of disciplinary actions recorded, and previous episode of disability.
- ¥ Duration was shorter for employees who were married, had full time employment, and had pay incentives based on actual job performance.



Research Population and Methods

This OCI Research Brief was based on a study of over 50,000 workers from a large, geographically diverse, national employer in the OCI Research and Reference Database. Over 4,200 workers compensation claims with lost time were incurred during 1999. The analytical method used by OCI was a survival analysis using a parametric duration model. Associations between duration and other variables were calculated holding severity of injury constant.