



DynCorp Demonstrates Success- Transitional Therapy Works!

Returning injured workers to productive employment makes good sense for CSC Corporation, formerly DynCorp, a sorter, inspector and repairer of mail shipping containers for the US Postal Service. Keeping employees on the job during a workplace injury has been a sound economical decision as well as a benefit for employee morale at this 140 employee company located in West Chester, Ohio.

As a result of claims resulting in lost time from work, the company's workers' compensation costs had placed them in a 46% penalty rated status in 2002. **Sheakley UniComp recommended** the company adopt a formal **transitional return to work program** to eliminate lost time days. Although no longer available through BWC funding, the Transitional Work program was the avenue for developing an internal process for the company infrastructure. The company used the opportunity to formalize an internal process for handling work related injuries by adopting transitional work policies and procedures and maintaining current job analyses outlining the physical demand for all high-risk-for-injury positions. They adopted a climate for accommodating restricted duty and took it a step further by utilizing transitional work as a means to maintain productivity while giving injured employees the opportunity to heal.

Offering therapy at the worksite allows the employee's transition to be monitored and managed by a medical professional. A dedicated Physical Therapist from Sheakley Integrated Therapy Services travels to the employer's location to provide treatment modalities, therapeutic exercises and body mechanics training. The therapists assists the employee, as well as his supervisor, in designing job tasks that fall within the restrictions provided by the physician with the ultimate goal of safely and timely progressing an injured employee from restricted duty to full-duty. Employees are able to return to work (although they may not be able to perform their full-duty tasks) and receive 100% of their wage while they heal. A key element of the company's success has been the use of therapy at the worksite.

The dedicated Sheakley therapist visits the worksite an average of two to three times per week during the course of recovery until the employee is able to complete his/her full duty tasks. **All services incurred by the therapist are included in the costs of the claim and are a part of his/her recovery plan.**

Carrisa Tuttle, Senior Human Resources Administrator for CSC Corporation, states "The therapist dedicated from Sheakley Integrated Therapy Services is very personable and has become a part of our organization over the past several years. The employees appreciate the convenience of having their therapy at the worksite so they do not have to clock out and leave work to receive their treatment. They also enjoy the one-on-one treatment they receive with the physical therapist. The therapist customizes the treatment to the injured employee and uses the work environment to ease the fear of re-injury by progressing the job tasks as the employee tolerates. Transitional Work

Therapy is a beneficial tool to our supervisors as well, as it provides an objective but safe look at the tasks for progression to full-duty.”

Ohio employers who have participated in the formalization of transitional work have seen a reduction in lost time days by nearly 40% as a result of embracing and practicing transitional duty from 2003 to 2005. DynCorp is no exception. They have seen a reduction in premium costs and their lost days have declined over the past year. They have utilized the tools provided by Sheakley UniComp and continue to strive for a happy healthy workforce.