

# Modified Duty Off Site (MDOS)



## Modified Duty Off-Site Program

A unique return to work alternative that reduces the cost and duration of lost-time incidences.

Modified Duty Off-Site (MDOS) is a unique program offered to employers to assist them in returning their employees back to work following an injury or period of disability.

VocWorks works with area non-profit agencies to provide volunteer placements for employees with temporary restrictions that are not able to return to their original job.

Each case is handled individually, with

placements generally lasting no longer than 90 days. Our program is designed to be a win-win situation.

The non-profit agency benefits from a set of extra working hands and the employee is able to resume a productive work lifestyle, while transitioning back to their regular job. Workers' compensation and indemnity costs for the employer are reduced, as well.

## Customized MDOS Program

Personalized approach is key to developing a successful MDOS solution.

VocWorks recognizes that every employer has unique needs stemming from the nature of their employee population, company policies, union involvement and company philosophy.

Customizing a program to meet these specific needs is the best way we can develop a successful MDOS program, which includes:

- Identifying a "roll out" date.

- Policy development.
- Integrating MDOS with already established Transitional Work Programs.
- Development of job offer letters, letters to physicians, program agreements – all which incorporate company policies and rules.
- Identifying area non-profit agencies for potential placement.

## Frequently Asked Questions

Helping you and your injured employees better understand your MDOS program.

### What happens if an employee is injured while working at an off site facility?

The employer is responsible in the event an employee is injured while working at the non-profit agency. The employee remains under the umbrella of their original employer's workers compensation program.

### Who will be supervising employees while they are working at the non-profit organization?

The VocWorks case manager will manage the placement either until onsite return-to-work occurs or the MDOS program is completed. The case manager will meet with the employee and the non-profit agency supervisor on the first day of placement to ensure all parties are aware of the injured worker's

restrictions, assigned job duties, working hours and program expectations. During the placement, the case manager will follow up with the employee and the non-profit agency to assess the employee's performance, attendance and success.

### What is the benefit?

The greatest benefit for the employee is maintaining employment status, regular wages and benefits. The employee remains actively involved in the work force, maintains a regular work schedule and performs meaningful tasks, all of which contribute to their sense of purpose and productivity. Onsite therapy is available for those employees who are in need of therapy services to assist in transitioning back to their

# VocWorks

1-877-641-2010

[www.vocworks.com](http://www.vocworks.com)

# Modified Duty Off-Site (MDOS) (continued)

original job. For employers, the MDOS program helps reduce lost time days, which in turn reduces indemnity and medical costs associated with workers' compensation claims.

## How will the employee be paid?

Pay is a company decision. Employees may be paid their full wages, out of the employer's payroll, while participating in MDOS. Or, the employer may choose to pay partial wages and working wage loss during the MDOS placement.

## What happens if the employee is not able to return to their original job?

Should it be determined through the treating physician that the employee is unable to return to

their original job and has reached a level of permanent restrictions, the MDOS placement is brought to an end. The employer works with the employee to determine if employment is available to them within the company or which rehabilitation steps may be taken, in accordance with return-to-work hierarchy, to assist the individual in returning to remunerative employment in the work force.

## How many non-profit agencies does VocWorks currently have in its database?

We have an extensive database of hundreds of non-profit agencies throughout the United States. Our database continues to grow, with non-profit organizations being continuously added.

## Successful Outcomes

VocWorks statistics show positive results for MDOS participants.

### Overall Referral and Placement Outcomes

- Our overall placement success rate is **99.5%**.

### Outcome of Successful Full Time Placements

- **82% Successful Outcomes** (*FD release; RTW SJSE; MMI; FD release once referred and IW obtains FD release; FCM assigned determines non claim related; Laid off/Quit/Termed/Claim Settled; RTW modified duty to EOR; Perm Restrictions; Refused Employment; RTW, Different Employer; and, Non-compliance/No Show/Refused* –

*potential to stop compensation.*

- MDOS monitored from time of referral to closure.
- **129** different employers utilized MDOS.

### Additional Statistics

- Average all referrals to placement: **1.73 days**.
- Average time from referral to MDOS start date: **13.6 days**. Without GA, NC, TX and CO, which all have waiting periods for referral to start date, the average time decreases to **11.3 days**.
- Closed for medical instability: **3%**.