



INCIDENT REPORTING PROCEDURES FOR WORKERS' COMPENSATION

IF INJURY REQUIRES EMERGENCY RESPONSE, CALL 911 & NOTIFY HR.

**All forms should be completed online at the InSource website:
www.InSourceES.com/Investigation-Forms**

Does the employee require medical treatment?

NO, Medical Treatment Is Not Needed:

- Have employee sign the *Refusal of Doctor's Care Agreement*.
- Have employee complete and sign the *Employee's Report of Incident*.
- Have supervisor complete and sign the *Employer's Report of Incident*.
- Within 24hrs, complete all forms on the website.

YES, Medical Treatment Is Needed:

- Send or take employee to an approved doctor/facility listed on panel, using the *Authorization for Medical Treatment*.
- Determine if a post-accident drug screen should be done at the medical facility.
- Have employer or supervisor complete and sign the *Employer's Report of Incident*.
- Have employee complete and sign the *Employee's Report of Incident*.
- Have all witnesses complete and sign a *Witness Statement*.
- Within 24hrs, complete all forms on the website.

QUESTIONS? CONTACT YOUR INSOURCE ACCOUNT MANAGER

Claims reported after 72 hours increase costs by 40%. Please report all injuries the same day – even the same hour – so we can manage the injury/claim and reduce & control the cost. This helps minimize your deductible payments, too!

POST-INCIDENT REPORTING PROCEDURES FOR WORKERS' COMPENSATION

- **Employee receives medical & work status report – Send to InSource.**
- **Provide a light duty job within the restrictions identified by the physician.**
A defined and consistent Return To Work program is crucial! **If the Employer is not able to accommodate the light duty restrictions, the Adjuster will utilize a third-party vendor to help locate a light duty job for Employer to offer (unless specific jurisdiction requires modified duty be done directly with Employer).**
- **Make notes of all follow-up appointments & notify InSource of each one.**
- **Obtain a new work status report at every visit, until a full medical release is received from the physician – Send all reports to InSource.**
- **Review the causes identified on the report: Every accident is caused by either an “Unsafe Act” or an “Unsafe Condition.” If an unsafe condition is identified, correct the condition. An unsafe act may be corrected through additional training, etc.**

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