

## Do I Have to Return to Work if I'm Not Ready?

You are expected by the WSIB to cooperate fully in any and all return to work discussions, negotiations, and trials. It is WSIB's policy to commence the work reintegration process as soon as an injury occurs, in order to establish and maintain communication with your employer, and work toward a safe and early return to work.

The WSIB's role is to provide the necessary return to work services to support both you and your employer in achieving a successful return to work. Workers and employers are primarily responsible for planning the return to work, and are required to cooperate and fulfill all of their obligations as defined by the WSIB.

Any return to work plan will be based on your medical status, and any restrictions that are identified by your treating practitioners will be taken into consideration when identifying suitable modified work. Often times, you may not feel ready to return to work as you may be apprehensive about re-injury, however it is the goal of the WSIB to ensure that the work you return to is safe, and within your physical restrictions.

You will have input into the return to work process, and your concerns should be addressed. Sometimes, your employer and/or the WSIB may feel that you are able to return to work, however your treating practitioner may not agree. This is often the source of return to work disputes. The WSIB provides dispute resolution services in such cases where obstacles to the return to work are identified. It is strongly advisable to have a legal representative to guide and assist you through this process.

If you have questions or concerns about the return to work process, contact our office for a free consultation.