

## **Return to Work/Stay at Work (RTW/SAW)**

RTW/SAW is designed to provide support to employers when assisting employees that experience injury or illness that results in disability in remaining at work or returning to work as soon as it is safe and medically feasible. Program staff has expertise to assist in the areas of:

- Vocational Counseling to assist an employee in the process of adjusting to a disability and the importance of remaining positive as it relates to stay and work/return to work efforts;
- Specialized vocational assessments that help identify and employee's vocational strengths and weaknesses as it relates to successful job performance;
- Jo site assessment to determine how an employee's presenting disability interferes with task performance with identification of potential modifications to the work environment;
- Job analysis to identify the specific functions of a job and the mental and/or physical requirements needed for successful job performance;
- Development of a stay at work/return to work plan that, if required, addresses the need for accommodation in the workplace;
- With employer assistance, an investigation to determine potential assignments for transitional employment;
- Individualized employee training regarding the correct use of any new technology or equipment introduced to assist in work performance;
- General ergonomics assessment and training targeted toward employees in jobs that may present the likelihood of occurrence of injury or illness that leads to disability.

It just makes good business sense to assist an employee in remaining at work or returning to work because of an acquired disability. It is both the **legal** thing to do and the **right** thing to do.

Contact us at: [accessar@arkansas.gov](mailto:accessar@arkansas.gov)  
501-683-3009