

# A Guide to Worker Injury Management for BC Ski Hills



- 1 Worker reports to first aid and supervisor notified
- 2 First aid is provided by qualified attendant
- 3 Injury management decision with input from:
  - ☑ First aid attendant (injury assessment)
  - ☑ Injured worker (worker abilities and injury limitations)
  - ☑ Supervisor (alternate and modified duties available)



## Legend

**MINOR INJURY**

Simple injury where after receiving on-site first aid the worker can resume regular duties that are safe for the worker and their injury.

**MODERATE INJURY**

Relatively simple injury where after receiving on-site first aid the worker can perform alternate or modified duties that are safe for the worker and their injury.

**MAJOR INJURY**

Slightly more complex injury where the worker requires assessment and/or care from an external healthcare professional (i.e. doctor and/or physiotherapist) before performing alternate or modified duties that are safe for the worker and their injury.

**MAJOR INJURY**

More complex injury where the worker requires assessment and/or care from an external healthcare professional (i.e. doctor and/or physiotherapist) and time off for recovery before performing alternate or modified duties that are safe for the worker and their injury.

### Modified Work Offer (MWO)

MWO is developed and documented based on worker abilities and injury limitations determined by the worker and their healthcare professionals (using Functional Abilities Reports). MWO's should:

- ☑ contain meaningful alternate or modified duties (in or outside home department),
- ☑ be accompanied by regular and meaningful communication between the injured worker and their supervisor (call, text, email, in person, etc.), and,
- ☑ be reviewed, revised, and rewritten every 7 days.

**MINOR INJURY**

**MODERATE INJURY**

**MAJOR INJURY**

**MAJOR INJURY**

**FULL RECOVERY**  
Worker returns to full-time, regular duties



**WARM UP HUT** →



**If/when the situation gets challenging, contact:**

- WorkSafeBC RTW Support Line: 1.877.633.6233
- Employers' Advisers Office: 1.800.925.2233
- Other Industry Support Contacts:

While the worker is off work, document and maintain regular and meaningful communication at least once a week (call, text, email, in person, etc.).

Review, revise, and rewrite MWO as recovery progresses. This could occur every 7 days until the worker resumes full-time, regular duties.

