MENTAL HEALTH AND RECOVERY

Supporting employees' mental well-being during recovery from a work-related injury is critical. Employees who feel supported tend to recover faster, stay engaged, and return to work more successfully. This checklist focuses specifically on how employers can support mental health during recovery.

- **Communication**: Maintain consistent, supportive contact with employees. Clearly explain the claim process steps, set expectations, and outline the next steps. Open, transparent communication helps employees feel informed, valued, and supported during their recovery.
- **Early Awareness**: Pay attention to early warning signs. Watch for missed appointments, disengagement, or behavioral changes. Notice increased frustration, anxiety, or withdrawal. Early recognition allows for timely support and intervention, which can positively influence recovery outcomes.
- **Support & Recovery**: Provide modified or transitional duty when medically appropriate, and encourage employees to utilize available resources, including Employee Assistance Programs (EAPs). Supporting employees during recovery helps them stay engaged and accelerates their safe return to work.
- **Collaboration**: Work closely with adjusters and case managers to address any barriers that may delay recovery, such as scheduling or transportation issues. Collaborative problem-solving ensures employees have the resources and guidance they need to recover effectively.
- **Key Reminder**: Mental health can directly impact physical recovery, claim duration, and return-to-work timelines. Supporting employee mental well-being during recovery is not only compassionate, but it also contributes to faster, more successful outcomes for both employees and employers.

Disclaimer: This information is educational only and is not a substitute for medical or mental health treatment.