Return-to-Work Outcomes of Texas Injured Employees, 2013

Texas Department of Insurance
Workers' Compensation Research and Evaluation Group

Key Findings – Initial RTW

- The initial Return-to-Work (RTW) rate six months post-injury decreased during the economic downturn to 78 percent in injury year 2010, but recovered to 79 percent for injury year 2011.
- The initial RTW rate two years post-injury also improved in 2012 for injuries sustained in 2010 (from 91 to 93 percent), after a decrease for injuries sustained during the economic downturn in 2009.
- Injured employees who do not return to work within six months of their injuries earn significantly less before and after their injuries than employees who returned to work within six months.
- Injured employees who returned to work within six months after their injuries, earned on average $8,000 per quarter in pre-injury wages and returned to their pre-injury wages in approximately 1.5 years.
- Injured employees who do not return to work within six months after their injuries earned on average $6,000 per quarter in pre-injury wages and returned to pre-injury quarterly wages in three years.
- Consistently since 2007, approximately 87 percent of injured employees who received only Temporary Income Benefits (TIBs) returned to work within six months of their injuries.
- The initial RTW rate for Impairment Income Benefits (IIBs) recipients who were injured in 2011 was 75 percent, up from 69 percent for IIBs recipients who were injured in 2010.
- The initial RTW rate for Supplemental Income Benefits (SIBs) recipients who were injured in 2010 was 53 percent, up from 46 percent for SIBs recipients who were injured in 2009.

Key Findings – Initial RTW

- The information, and public administration industries have the highest initial RTW rates for injury year 2011, both of which exceed 90 percent.
- The mining industry group and the administrative support, waste management and remediation services industry group have the lowest initial RTW rates (68 percent and 67 percent respectively) for injury year 2011.
- The North and Central regions typically have the highest initial RTW rates of all regions (85 and 86 percent respectively) for injury year 2011. The East and West regions continue to have the lowest rates, 82 and 81 percent respectively, since injury year 2007.

Key Findings – Sustained RTW

- The sustained RTW rate at six months post-injury decreased during the economic downturn, but increased again from 72 percent in injury year 2010 to 73 percent in injury year 2011.
- While the sustained RTW rate at one-year post-injury was higher for injury year 2010 (78 percent) than for injury year 2007 (77 percent) the sustained RTW rate beyond one-year post-injury slipped slightly during the economic downturn for injury years 2009 and 2010.
- Similar to the wage outcomes for initial RTW, injured employees who have sustained employment for at least two consecutive quarters after their injuries earned nearly $8,000 per quarter prior to injury, in contrast to $5,400 per quarter for injured employees without sustained employment.
- Injured employees with sustained employment within their first six months post-injury earned 94 percent of their pre-injury wages within one year, and nearly 100 percent within two years.
- Injured employees who did not retain sustained employment until after the first six months post-injury returned to their full pre-injury wages in approximately three years.
- Employees injured in 2011 who received only Temporary Income Benefits (TIBs) had the highest sustained RTW rate since 2007 (79 percent).
- The Sustained RTW rate for Impairment Income Benefits (IIBs) recipients who were injured in 2011 remained stable at 62 percent.
- Sustained RTW rates for injured employees receiving SIBs fell from 38 percent for those injured in 2008 to 24 percent for those injured in 2010.

Key Findings – Sustained RTW

- Injured employees with injuries to the knee and upper and lower extremities had the highest sustained RTW rates of 75 percent in injury year 2011.
- Injured employees with back , neck, and nervous system injuries had the lowest sustained RTW rates (69 percent, 67 percent, and 57 percent respectively).
- The pattern of sustained RTW rates by industry is also similar to initial RTW rates by industry. Injured employees in public administration, with typical results in the 90 percent range, have the highest sustained RTW rates of all industries.
- The industries with the lowest sustained RTW rates include administrative support, waste management, and remediation services (60 percent); agriculture, forestry, fishing , and construction(61 percent); mining (62 percent); and arts and entertainment industries (65 percent).
- The North (75 percent) and Central regions (77 percent) generally have the highest rates. The East (69 percent) and West (70 percent) regions have the lowest rates of all regions for 2011 injuries. All regions, with the exception of the south, experienced higher sustained RTW rates in 2011 than in 2010.

Key Findings – Days Away from Work

- The median number of days away from work remained constant at 21 days for injury years 2008 through 2010, but that value declined to 20 days in 2011. Injury year 2011 results are based on incomplete wage data, and should be interpreted with caution.
- The median length of time away from work is similar for each body group. Most groups lose approximately three weeks of work.
- The average days away from work by body group, unlike the median, vary widely indicating the presence of injured employees with greater severity and many more days away from work.

Data and Methods

Data Sources

- Quarterly wage data for years 2006–2011 are provided by the Texas Workforce Commission (TWC) for injury years 2007-2011
- Medical billing data for injury years 2007-2011 collected by Texas Department of Insurance, Division of Workers' Compensation (TDI-DWC)
- Injured employees income benefit, claim, and impairment rating data for injury years 2007-2011 collected by the TDI-DWC

Study Population

- The study population consists of employees injured from 2007 through 2011 who received Temporary Income Benefits (TIBs) as a result of their work-related injury.

RTW Measures

RTW Measurement

- If there are wages in the quarter that TIBs end, then the actual date that income benefits ended is considered the RTW date.
- If there are no wages in the quarter that TIBs end, then the next quarter with wages is considered the RTW quarter. The midpoint of that quarter is used to estimate the RTW date.
- If an injured employee had wages, in the first and second quarters after the injury, then the first quarter with wages is considered the RTW quarter. The midpoint of that quarter is used to estimate RTW date.
- If an injured employee had wages in the quarter after injury, but did not have two consecutive quarters of wages, the next quarter with wages is considered the RTW quarter. The midpoint of that quarter is used to estimate the RTW date.

RTW Measures

Initial RTW

- The initial RTW rate is the percent of injured employees who returned to work for the first time after the injury. This figure is computed at five milestones after the work-related injury: six months; one year; one and one-half years; two years; and three years.

Sustained RTW

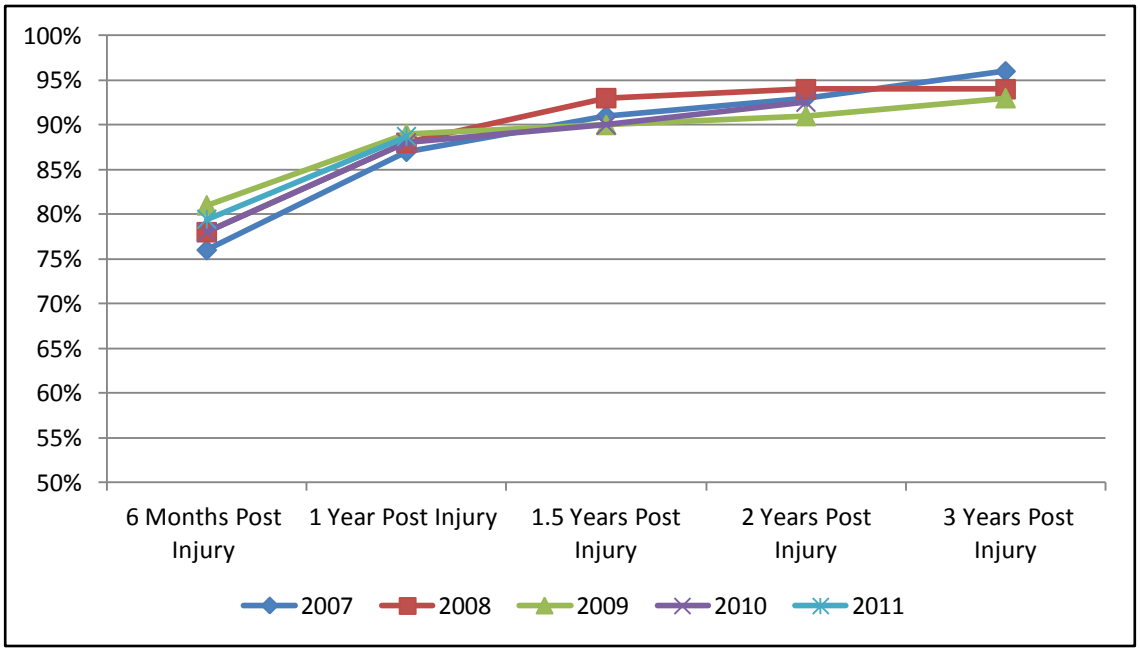
- The sustained RTW rate is the percent of injured employees who returned to work and stayed employed for two or more consecutive quarters (six months) after the work-related injury. This figure is computed at five milestones, or periods, after the work-related injury: six months; one year; one and one-half years; two years; and three years.

Median Number of Days Away from Work

- The median number of days off work is the number of days between the injury date and the RTW date. The median number of days away from work is calculated using the date of injury, the dates when income benefits begin and end, and quarterly wage data.

Initial Return-to-Work

Initial RTW



Note 1: The study population is a subset of 302,338 employees injured in 2007-2011 who also received Temporary Income Benefits (TIBs).
Note 2: The third year of 2010, and the one and one-half, second and third years of 2011 are excluded due to insufficient data.
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013.

Initial RTW

Initial RTW Rates, Injury Years 2007 - 2011

Injury Year	6 Months Post Injury	1 Year Post Injury	1.5 Years Post Injury	2 Years Post Injury	3 Years Post Injury
2007	76%	87%	91%	93%	96%
2008	78%	88%	93%	94%	94%
2009	81%	89%	90%	91%	93%
2010	78%	88%	90%	93%	
2011	79%	89%			

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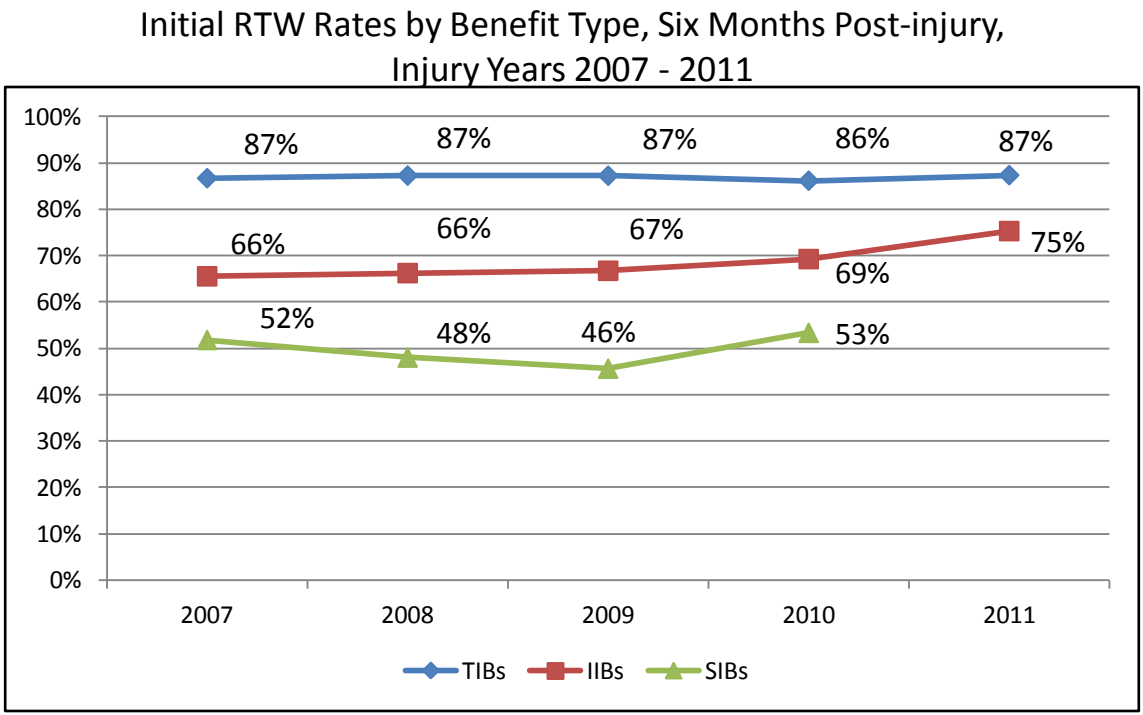
Initial RTW



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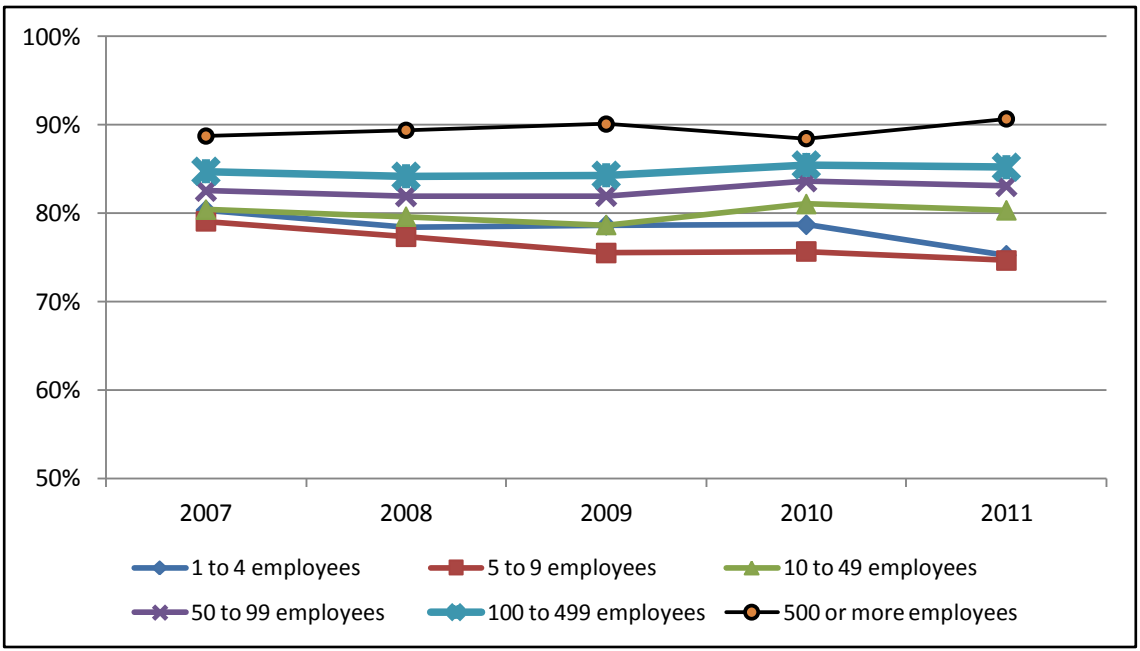
Initial RTW



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Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013.

Initial RTW

Initial RTW Rates by Body Group, Injury Years 2007 - 2011

Body group	2007	2008	2009	2010	2011
Back	79%	80%	80%	81%	82%
Knee	84%	83%	85%	85%	85%
Lower extremity	83%	84%	84%	84%	85%
Neck	78%	80%	79%	81%	78%
Nervous system	74%	77%	71%	75%	74%
Shoulder	83%	83%	83%	84%	84%
Upper extremity	85%	86%	85%	86%	86%

Note: The study population is a subset of 302,338 employees injured in 2007-2011 who also received Temporary Income Benefits (TIBs).
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013.

Initial RTW

Initial RTW Rate Within Six Months by Industry, Injury Years 2007-2011

Industry Type (Two-Digit NAICS Code)	2007	2008	2009	2010	2011
Agr., Forestry, Fishing, and Hunting	75%	73%	73%	77%	72%
Mining	77%	76%	73%	77%	68%
Utilities	91%	92%	95%	94%	88%
Construction	74%	75%	72%	74%	72%
Manufacturing	88%	87%	87%	88%	84%
Wholesale Trade	87%	87%	87%	88%	84%
Retail Trade	87%	87%	87%	87%	84%
Transportation and Warehousing	90%	87%	88%	89%	86%
Information	95%	94%	93%	94%	92%
Finance and Insurance	94%	93%	92%	93%	87%

Note: The study population is a subset of 302,338 employees injured in 2007-2011 who also received Temporary Income Benefits (TIBs).
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013.

Initial RTW

Initial RTW Rate Within Six Months by Industry, Injury Years 2007-2011 (continued)

Industry Type (Two-Digit NAICS Code)	2007	2008	2009	2010	2011
Real Estate and Rental and Leasing	81%	83%	82%	85%	79%
Professional Sci. Tech. Services	84%	81%	83%	83%	75%
Management of Companies and Enterprises	86%	83%	90%	92%	86%
Adm., Support,Waste Mgmt,Remediation Services	73%	73%	75%	76%	67%
Educational Services	92%	93%	93%	93%	92%
Health Care and Social Assistance	90%	90%	91%	89%	87%
Arts, Entertainment, and Recreation	83%	82%	85%	85%	72%
Accommodation and Food Services	84%	84%	85%	85%	81%
Other Services (except Public Administration)	84%	84%	81%	81%	76%
Public Administration	95%	95%	95%	96%	95%

Note: The study population is a subset of 302,338 employees injured in 2007-2011 who also received Temporary Income Benefits (TIBs).
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013.

Initial RTW

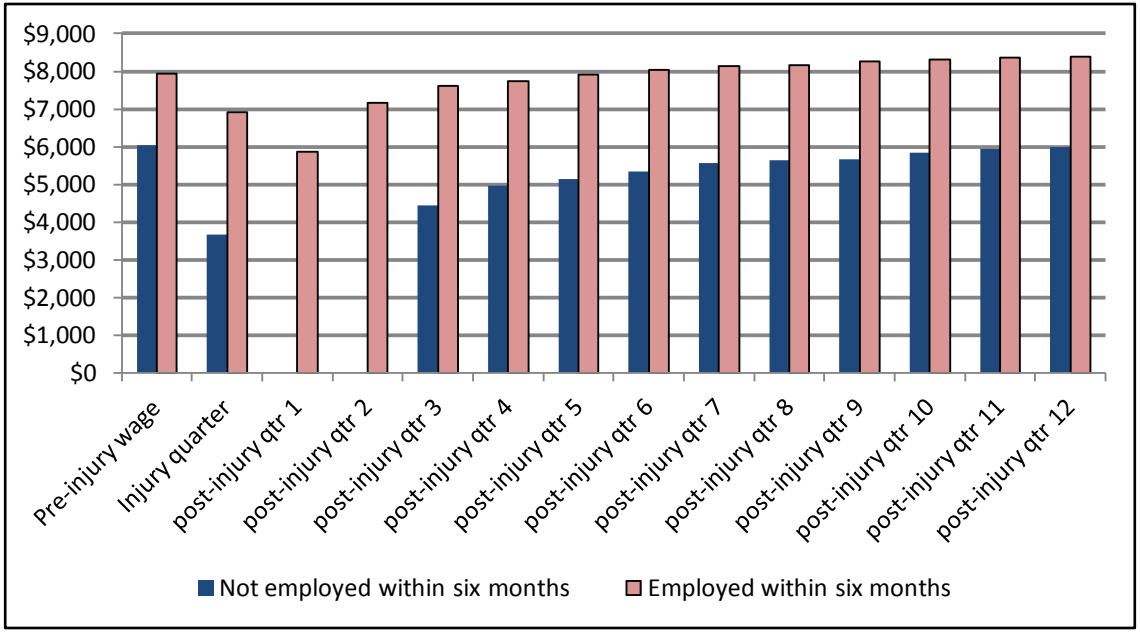
Initial RTW Rates by Region, Injury Years 2007 - 2011

Region	2007	2008	2009	2010	2011
North	83%	83%	83%	84%	85%
Central	86%	84%	85%	86%	86%
East	80%	80%	80%	80%	82%
South	82%	83%	83%	84%	84%
West	80%	80%	81%	80%	81%

Note: The study population is a subset of 302,338 employees injured in 2007-2011 who also received Temporary Income Benefits (TIBs).
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013.

Initial RTW

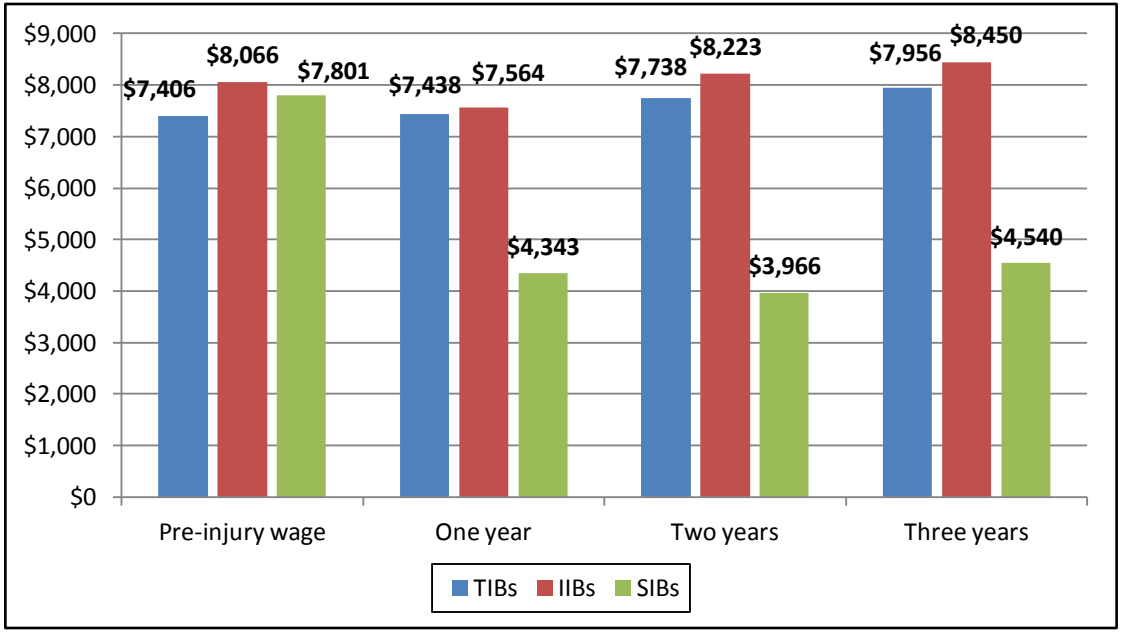
Quarterly Wage Outcomes by Initial RTW Status, Injury Years 2007 - 2011



Note: The study population is a subset of 302,338 employees injured in 2007-2011 who also received Temporary Income Benefits (TIBs).
Sources: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013. Quarterly wage data provided by the Texas Workforce Commission (TWC), 2013.

Initial RTW

Quarterly Wage Outcomes by Benefit Level, Injury Years 2007 - 2011



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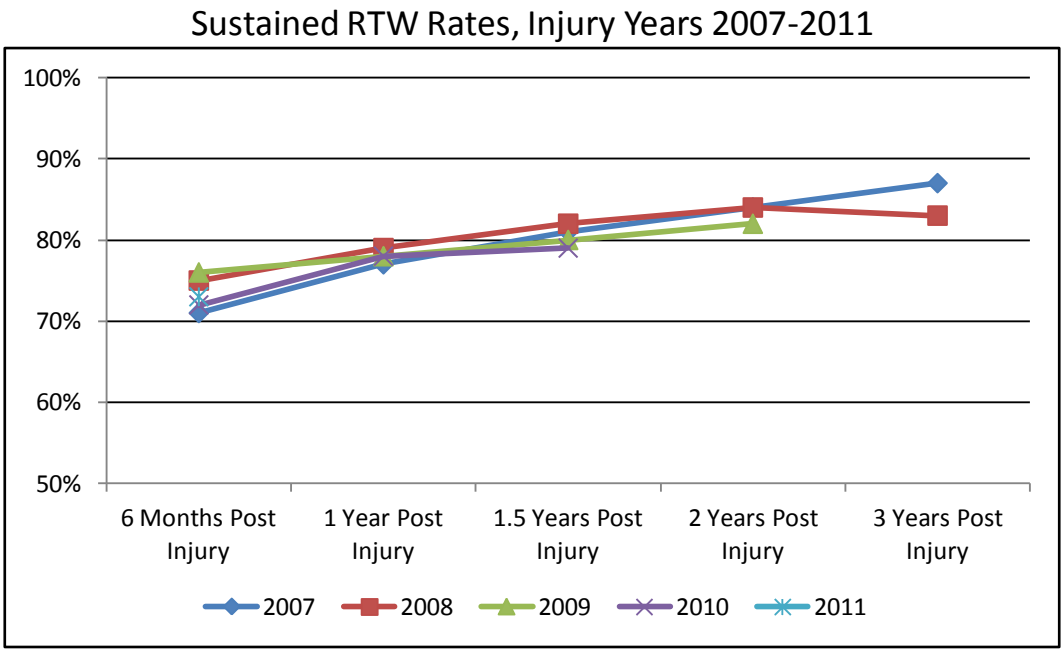
Sustained Return-to-Work

Sustained RTW



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Note 2: The third year of 2009, the second and third years of 2010, and the first, one and one-half, second, and third years of 2011 are excluded due to insufficient data.
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013.

Sustained RTW

Sustained RTW Rates, Injury Years 2007-2011

Injury Year	6 Months Post Injury	1 Year Post Injury	1.5 Years Post Injury	2 Years Post Injury	3 Years Post Injury
2007	71%	77%	81%	84%	87%
2008	75%	79%	82%	84%	83%
2009	76%	78%	80%	82%	
2010	72%	78%	79%		
2011	73%				

Note 1: The study population is a subset of 302,338 employees injured in 2007-2011 who also received Temporary Income Benefits (TIBs).
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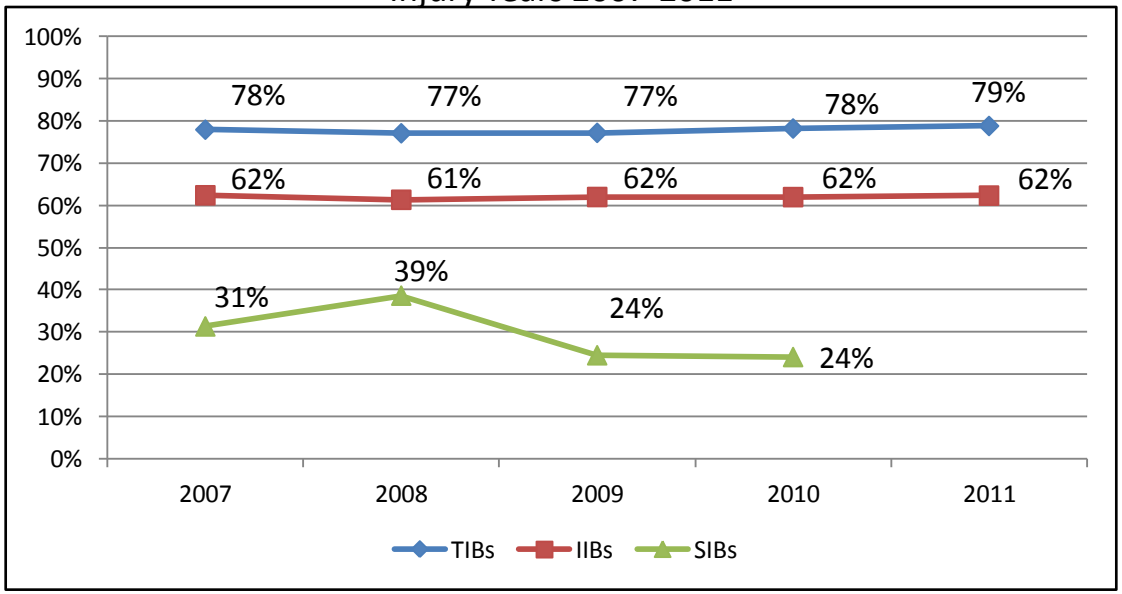
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013.

Sustained RTW

Sustained RTW Rates by Benefit Type, Six Months Post-Injury, Injury Years 2007-2011



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Note 2: Year 2011 SIBs results are excluded due to insufficient data.
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013.11

Sustained RTW

Sustained RTW Rates by Body Group, Injury Years 2007-2011

Body Group	2007	2008	2009	2010	2011
Back	66%	64%	65%	68%	69%
Knee	75%	74%	75%	75%	75%
Lower extremities	75%	73%	74%	74%	75%
Neck	64%	64%	64%	66%	67%
Nervous system	60%	60%	53%	55%	57%
Other	76%	73%	74%	75%	78%
Shoulder	71%	70%	70%	72%	73%
Upper extremities	75%	75%	74%	76%	75%

Note: The study population is a subset of 302,338 employees injured in 2007-2011 who also received Temporary Income Benefits (TIBs).
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013.

Sustained RTW

Sustained RTW Rates by Employer Size, Injury Years 2007-2011

Note: The study population is a subset of 302,338 employees injured in 2007-2011 who also received Temporary Income Benefits (TIBs).
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013.

Sustained RTW

Sustained RTW by Employer NAICS Code Injury Years 2007 – 2011

Industry Type (Two-Digit NAICS Code)	2007	2008	2009	2010	2011
Agr., Forestry, Fishing, and Hunting	61%	63%	60%	67%	61%
Mining	66%	65%	57%	64%	62%
Utilities	85%	86%	89%	89%	88%
Construction	60%	61%	55%	60%	61%
Manufacturing	77%	78%	75%	77%	80%
Wholesale Trade	71%	77%	76%	78%	78%
Retail Trade	73%	76%	73%	73%	75%
Transportation and Warehousing	81%	81%	77%	79%	82%
Information	85%	88%	84%	83%	86%
Finance and Insurance	85%	86%	83%	84%	82%

Note: The study population is a subset of 302,338 employees injured in 2007-2011 who also received Temporary Income Benefits (TIBs).
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013.

Sustained RTW

Sustained RTW by Employer NAICS Code Injury Years 2007 – 2011 (continued)

Industry Type (Two-Digit NAICS Code)	2007	2008	2009	2010	2011
Real Estate and Rental and Leasing	67%	70%	66%	70%	71%
Professional Sci. Tech. Services	70%	73%	70%	72%	64%
Management of Companies and Enterprises	71%	78%	77%	83%	76%
Admin., Support, Waste Mgmt, Rem. Svces	59%	59%	59%	59%	60%
Educational Services	85%	83%	86%	86%	84%
Health Care and Social Assistance	79%	80%	81%	78%	80%
Arts, Entertainment, and Recreation	68%	72%	68%	71%	65%
Accommodation and Food Services	70%	72%	72%	72%	74%
Other Services (except Public Administration)	67%	73%	70%	67%	68%
Public Administration	88%	89%	89%	90%	92%

Note: The study population is a subset of 302,338 employees injured in 2007-2011 who also received Temporary Income Benefits (TIBs).
Source: Texas Department of Insurance, Workers' Compensation Research and Evaluation Group, 2013.

Sustained RTW

Sustained RTW Rates by Region, Injury Years 2007-2011

Region	2007	2008	2009	2010	2011
North	69%	73%	72%	74%	75%
Central	70%	75%	73%	76%	77%
East	69%	68%	68%	68%	69%
South	73%	72%	71%	73%	73%
West	61%	70%	68%	68%	70%

Note: The study population is a subset of 302,338 employees injured in 2007-2011 who also received Temporary Income Benefits (TIBs).
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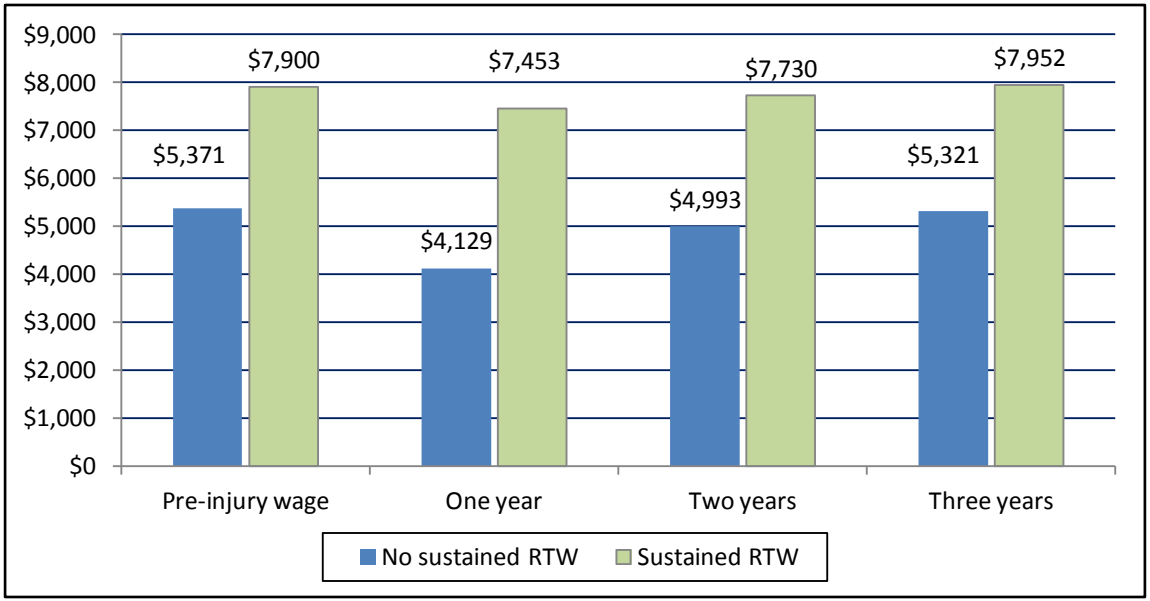
Sustained RTW

Quarterly Wage Outcomes by Sustained RTW Rate Status, Injury Years 2007-2011



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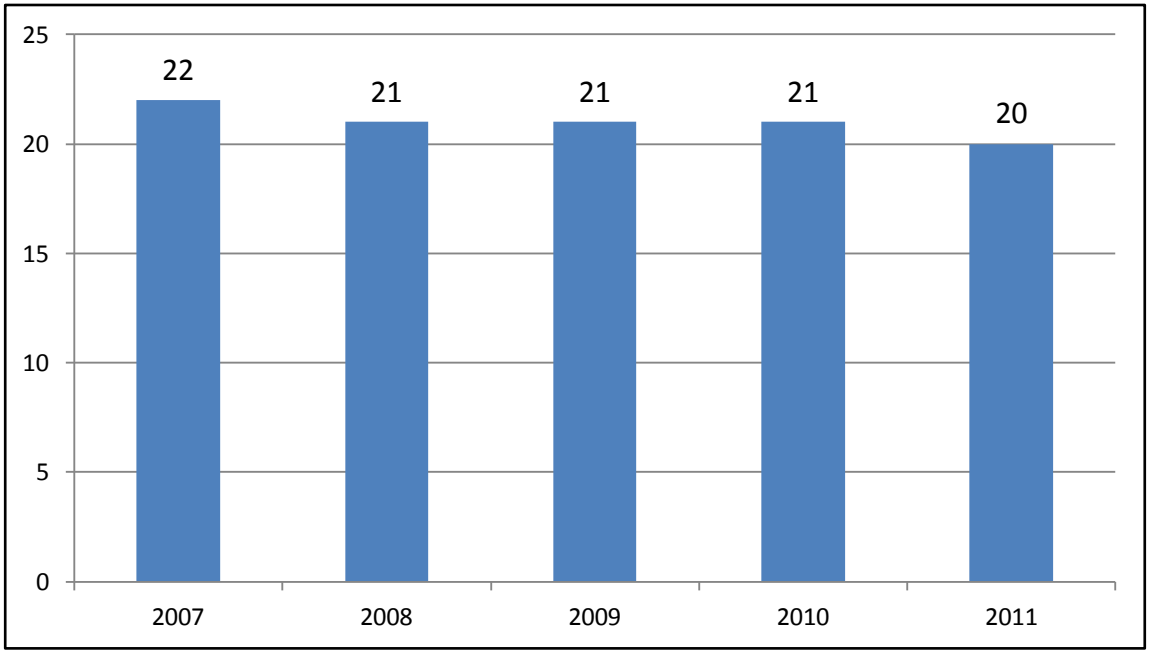
Days Away from Work

Days Away from Work



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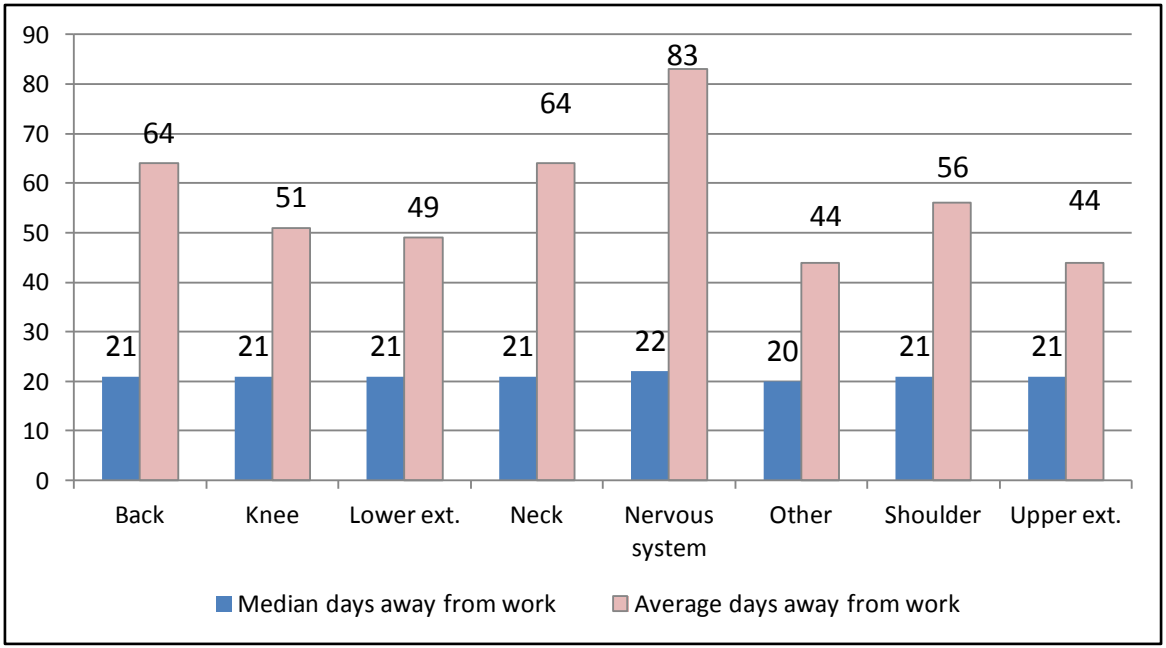
Days Away from Work

Median and Average Days Away from Work, Injury Years 2007-2011



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Texas Department of Insurance
Workers' Compensation Research and Evaluation Group

REG's main Web page at the Texas Department of Insurance:
www.tdi.texas.gov/wc/regulation/roc

For more information, contact us at WCResearch@tdi.texas.gov.

Per Chapter 405 of the *Texas Labor Code*, the Workers' Compensation Research and Evaluation Group at the Texas Department of Insurance is responsible for conducting professional studies and research on various system issues, including:

- the delivery of benefits;
- litigation and controversy related to workers' compensation;
- insurance rates and rate-making procedures;
- rehabilitation and reemployment of injured employees;
- the quality and cost of medical benefits;
- employer participation in the workers' compensation system;
- employment health and safety issues; and
- other matters relevant to the cost, quality, and operational effectiveness of the workers' compensation system.