

# 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 collaboratively by the injured worker and their supervisor, focusing on the worker's abilities and limitations. For major injuries, the Functional Abilities Report can provide valuable guidance. 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.

↓ EASIEST WAY DOWN

**MINOR INJURY**

**MAJOR INJURY**

**MAJOR INJURY**

**MODERATE 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.