REWARD Tool #1
Return on Investment Calculator

It takes an investment to implement an RTW program. For example, a RTW Coordinator will be paid to help injured employees return to work by adapting jobs and finding meaningful work opportunities. Is the investment it takes to implement a program worthwhile? This form is designed to help employers conduct a cost/benefit analysis.

Instructions:
In this example, we show the financial impact for an average Tennessee employer by using an average Tennessee employee (we named her "Jane").

Jane earns $20 per hour, was injured at work and missed 960 hours of work, about 24 weeks. When Jane returned to work with an RTW program, she only missed 456 hours of work. The impact on her employer is dramatic—even after factoring in the cost of the RTW Program.

To develop your own estimates: enter your details below, let the calculator do its magic, and compare.

		Jane's Data		Enter Your Data to Compare
		Scroll over & select links.		
Before her injury, Jane made $106.12 worth of widgets per hour.		$106.12	How do I?	
Jane's work injury caused her to miss 960 hours of work when there is not a RTW Program.	x	960	Why 960?	
Non-produced widgets causes lost revenue totaling.	=	**$101,875.20**		**$ 0.00**
RTW Program allows Jane to work 504 hours.		504	Why 504?	
Jane's productivity is lower because of her restrictions. She can make $88.82 worth of widgets per hour.	x	$88.82	Why $88.82?	
Jane's ability to make widgets reduces the amount of lost productivity or unmade widgets by this amount.	=	**$44,765.28**		**$ 0.00**
Cost to run the RTW program for Jane	-	$1500.00	How do I?	
RTW created additional net income of:	=	**$43,265.28**		**$ 0.00**
RTW Program reduced wc claim costs	+	**$15,899.82**	How do I?	
Employer's Net Benefit of Return to Work Program for Jane's Injury	=	**$59,165.10**		**$ 0.00**

Reset Form

This is a simple model for illustrative purposes. Each business is different and should consider appropriate information and context for itself. Costs to replace injured workers may also be taken into account including lost productivity while recruiting and training in addition to overtime and other costs. For questions, comments or to discuss options for your company, contact Brian.Holmes@tn.gov, 615-253-1206.