

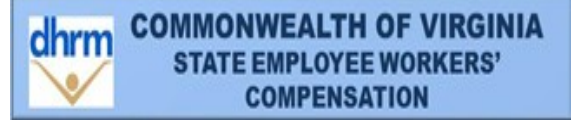
Safety Training

WCS offers training programs to state agency workers' compensation coordinators, safety officers, return-to-work coordinators and others involved in workplace safety and health and agency workers' compensation claims. Courses may be scheduled training offered in-person and by webinar, web-based courses in the Commonwealth of Virginia Knowledge Center, and training on specific safety and health topics requested by our client agencies. WCS jointly sponsors the Virginia Risk Control Institute with Treasury's Division of Risk Management and Virginia Commonwealth University. Risk Management and Risk Control Tracks are offered and cover important loss control and risk management topics. The program is designed to develop a strong cadre of knowledgeable safety, loss control and risk management professionals within Virginia state government agencies with the goal of recognizing and reducing hazards that may cause injury or illness to agency employees or visitors. Visit the COV Learning Center for details.



Department of Human Resource Management

State Employee Workers' Compensation Services
101 N. 14th Street
6th Floor
Richmond, VA 23219
Phone: 1-866-225-4050





Our Mission

State Employee Workers' Compensation Services (WCS) protects all Commonwealth of Virginia state employees from financial loss due to lost work and wages, medical expenses, and other costs associated with a covered injury sustained arising out of or in the course and scope of employment subject to the provisions of the Workers' Compensation Act. Empowered and charged by Executive Order 109(10) Workplace Safety and Employee Health, the WCS program provides loss control services to our client agencies, offering advice and guidance to strengthen agency safety and loss control efforts. Additionally, the WCS program provides resources to assist agencies with their return-to-work efforts to help ensure accommodation of early return to productive employment following a work-related injury.

Our Program

WCS is a self-insured program providing claims administration and cost containment services for over 7,000 new Virginia state agency workers' compensation claims each year.

The program was outsourced on July 1, 1998 in a public-private arrangement. The program has continued under this model to the present day with contract staff working side-by-side with program staff on the 6th floor of the James Monroe Building. WCS' staff of three return-to-work specialists, one quality assurance specialist, one risk management specialist and a director manage this \$10.93 million per annum contract including nearly 60 dedicated contract staff, and issuing over 72,000 checks totaling \$62.6 million dollars in expenses and benefits in FY 2018.

The WC program staff includes three members dedicated to assisting injured state workers return to productive employment. This unit, established in September 2006, undertakes a review of each executive branch agency's annual EO 109 (10) Workplace Safety and Employee Health report, and reviews each transitional duty refusal to assist our client state agencies to return our valuable employees to the workplace.

Contractors perform most program operations. DHRM manages the program and works with state agencies to administer claims, provide loss control services and training to agency staff and serving as a resource to agencies.

- Claims Administration & Cost Containment vendor: MC Innovations, LLC and their 14 sub-contractors
- Actuarial Services vendor: Oliver Wyman Actuarial Consulting
- Auditing Services vendor: Keiter

The program is represented through a Memorandum of Understanding with the Office of the Attorney General.

Loss Control Services

The Department of Human Resource Management received authority effective July 1, 2015 to establish a loss control unit within the Department's Workers' Compensation Program. The unit works with agencies identified by our actuary to develop agency-specific action plans and provide consulting work to reduce the frequency and severity of workers' compensation claims. In addition, the program provides:

- Special Services
 - Hazard audits & surveys
 - Benchmark reviews
 - Loss Control articles
- Accident Investigation and Analysis
 - Fatality/Catastrophic events
 - Industrial Hygiene
- Resource Development
 - Management consulting/coaching
 - Safety committee coaching & mentoring
- Safety Training
 - Scheduled half-day courses
 - OSHA General Industry Outreach
 - Ad hoc, on-demand short topic courses

Find out more: www.dhrm.virginia.gov/workerscomp

