

## Vocational Rehabilitation Provider Fee Schedule Preamble

BWC creates local billing codes for the delivery of vocational rehabilitation services. Definitions for these codes are specific to Ohio BWC and contain a brief description of the service and are listed below. Unless otherwise indicated in the service definition, all service codes are paid per the identified fee for that code. Vocational rehabilitation case management interns will receive 85% of the fee for all fees other than mileage.

### By Report

These are service codes that have no established fees for the identified service, and that are jointly approved for inclusion in a plan by BWC and the MCO. The vocational rehabilitation provider must submit a detailed report of the service to the MCO, which shall determine the appropriate rate of reimbursement and follow standard bill reimbursement protocols for payment of vocational rehabilitation services.

### Service Code Limits

Services listed as "maximum" will be capped at the fee or units of service listed. When service caps or units of service are listed as "up to", the cap may be exceeded with prior authorization by the BWC upon presentation of appropriate justification.

### Rounding

For all services with a fifteen minute unit of service, providers shall round time spent providing the service to the nearest whole unit when billing. Service Definitions follow Vocational Rehabilitation Fee Schedule

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| <b>VOCATIONAL REHABILITATION PROVIDER FEE SCHEDULE</b> |  |                              |   |
|--|--|------------------------------|---|
| <b>CODE</b>  | <b>DESCRIPTION</b>                         | <b>UNIT OF SERVICE (UOS)</b> | <b>FEE</b>  |
| W0513  | Ergonomic Implementation                   | 15 min                       | \$45.61/UOS up to 16 UOS                            |
| W0523  | Career Counseling – In Person              | 6 min                        | \$12.00/UOS up to 100 UOS                           |
| W0524  | Career Counseling – Research and Reporting | 6 min                        | \$5.00/UOS up to 40 UOS                             |
| W0610  | Comprehensive Vocational Evaluation        | 6 min                        | \$7.10/UOS maximum of 120 UOS                       |
| W0620  | Work Adjustment -- Employer Based          | 15 min                       | \$3.80 / UOS maximum 140 UOS/week for 4 weeks       |
| W0631  | Vocational Screening                       | 6 min                        | \$7.10/UOS maximum of 40 UOS                        |
| W0635  | Situational Work Assessment                | 15 min                       | \$9.50/UOS maximum of 160 UOS                       |
| W0637  | Transitional Work Services                 | 15 min                       | \$45.61/UOS maximum of 192 UOS                      |
| W0641  | Job Club                                   | 1 session                    | \$32.94/UOS up to 20 UOS                            |
| W0644  | Ergonomic Study                            | 15 min                       | \$45.61/UOS up to 28 UOS                            |
| W0645  | Job Analysis                               | 15 min                       | \$45.61/UOS up to 16 UOS                            |
| W0647  | Automobile Repairs                         | by report                    | by report   |
| W0648  | Physical Reconditioning -- Unsupervised    | by report                    | by report   |
| W0650  | Job Seeking Skills Training                | 6 min                        | \$5.07/UOS maximum of 150 UOS                       |
| W0659  | Job Development                            | 6 min                        | \$7.10/UOS up to 400 UOS in 20 weeks                |
| W0660  | Job Placement                              | 6 min                        | \$7.10/UOS up to 400 UOS in 20 weeks                |
| W0662  | Work Adjustment - Facility Based           | 15 min                       | \$3.80/UOS maximum of 140 UOS per week for 12 weeks |
| W0663  | Job Modifications                          | by report                    | by report   |
| W0665  | Tools/Equipment                            | by report                    | by report   |

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| W0672  | Job Coach   | 15 min                       | \$12.67UOS maximum of 160 UOS                          |
| W0674  | Child/Dependent Care  | by report                    | Follow ODJFS guidelines – see definition               |
| W0690  | Training – Books, Supplies and Testing  | by report                    | by report  |
| W0691  | Remedial Training   | by report                    | by report  |
| W0692  | Short Term Training – up to 1 year  | by report                    | by report  |
| W0694  | Long Term Training -- Over 1 year   | by report                    | by report  |
| W0695  | Retraining Exercise Equipment   | by report                    | by report  |
| W0702  | Occupational Rehabilitation - Comprehensive, Initial 2 Hour Session   | 15 min                       | \$17.23/UOS up to 8 UOS per day and 320 UOS in 8 weeks |
| W0703  | Occupational Rehabilitation - Comprehensive, Each Additional Hour   | 15 min                       | \$13.75/UOS up to 960 UOS in 8 weeks                   |
| W0710  | Work Conditioning   | 15 min                       | \$10.13/UOS up to 640 UOS in 8 weeks                   |
| W3000  | Vocational Rehabilitation Case Manager Phone Call /Email to Injured Worker or Injured Worker's Representative | 6 min                        | \$7.60   |
| W3001  | Vocational Rehabilitation Case Manager Phone Call/E-Mail to Physician or Representative                       | 6 min                        | \$7.60   |
| W3002  | Vocational Rehabilitation Case Manager Phone Call/E-Mail to Employer or Representative                        | 6 min                        | \$7.60   |
| W3003  | Vocational Rehabilitation Case Manager Phone Call/E-Mail to BWC   | 6 min                        | \$7.60   |
| W3004  | Vocational Rehabilitation Case Manager Phone Call/E-Mail to MCO   | 6 min                        | \$7.60   |
| W3005  | Vocational Rehabilitation Case Manager Phone Call/E-Mail to Service Provider                                  | 6 min                        | \$7.60   |
| W3006  | Vocational Rehabilitation Case Manager Phone Call/E-Mail to Other   | 6 min                        | \$7.60   |
| W3010  | Vocational Rehabilitation Case Manager Face to Face Meeting with Injured Worker or Representative             | 6 min                        | \$7.60   |
| W3011  | Vocational Rehabilitation Case Manager Face to Face Meeting with Physician or Representative                  | 6 min                        | \$7.60   |

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| <b>CODE</b>  | <b>DESCRIPTION</b>  | <b>UNIT OF SERVICE (UOS)</b> | <b>FEE</b>                                 |
| W3012  | Vocational Rehabilitation Case Manager Face to Face Meeting with Employer or Representative               | 6 min                        | \$7..60                                    |
| W3013  | Vocational Rehabilitation Case Manager Face to Face Meeting with BWC                                      | 6 min                        | \$7..60                                    |
| W3014  | Vocational Rehabilitation Case Manager Face to Face Meeting with MCO                                      | 6 min                        | \$7.60                                     |
| W3015  | Vocational Rehabilitation Case Manager Face to Face Meeting with Service Provider                         | 6 min                        | \$7.60                                     |
| W3016  | Vocational Rehabilitation Case Manager Face to Face Meeting with Other                                    | 6 min                        | \$7.60                                     |
| W3020  | Documentation Review by Vocational Rehabilitation Case Manager  | 6 min                        | \$7.60                                     |
| W3025  | Initial Assessment Report Writing Vocational Rehabilitation Case Manager                                  | 6 min                        | \$7.60                                     |
| W3030  | Plan Writing by Vocational Rehabilitation Case Manager  | 6 min                        | \$7.60                                     |
| W3035  | Report Writing by Vocational Rehabilitation Case Manager  | 6 min                        | \$7.60                                     |
| W3036  | Letter Writing by Vocational Rehabilitation Case Manager  | 6 min                        | \$7.60                                     |
| W3039  | Labor Market Survey by Vocational Rehabilitation Case Manager   | 6 min                        | \$7.60                                     |
| W3040  | Transferable Skills Analysis by Vocational Rehabilitation Case Manager                                    | 6 min                        | \$7.60                                     |
| W3045  | Vocational Rehabilitation Case Manager Travel Time  | 6 min                        | \$3.80/UOS up to 10 UOS one way            |
| W3046  | Vocational Rehabilitation Case Manager Wait Time  | 6 min                        | \$3.80/UOS maximum of 5 UOS per occurrence |
| W3047  | Vocational Rehabilitation Case Manager Mileage  | 1 mile                       | \$0.45/UOS up to 65 miles one way          |
| W3050  | Other Provider Travel Time  | 6 min                        | \$3.55/UO up to 10 UOS one way             |
| W3051  | Other Provider Wait Time  | 6 min                        | \$3.55/UOS maximum of 5 UOS per occurrence |
| W3052  | Other Provider Mileage  | 1 mile                       | \$0.45/UOS up to 65 miles one way          |
| Z3000  | RAW Service - Vocational Rehabilitation Case Manager Phone Call/EMAIL to Injured Worker or Representative | 6 min                        | \$7.60                                     |

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|--|--|------------------------------|------------|
| <b>CODE</b>  | <b>DESCRIPTION</b>   | <b>UNIT OF SERVICE (UOS)</b> | <b>FEE</b> |
| Z3001  | RAW Service - Vocational Rehabilitation Case Manager Phone Call/E-Mail to Physician or Representative      | 6 min                        | \$7..60    |
| Z3002  | RAW Service - Vocational Rehabilitation Case Manager Phone Call/E-Mail to Employer or Representative       | 6 min                        | \$7..60    |
| Z3003  | RAW Service - Vocational Rehabilitation Case Manager Phone Call/E-Mail to BWC                              | 6 min                        | \$7..60    |
| Z3004  | RAW Service - Vocational Rehabilitation Case Manager Phone Call/E-Mail to MCO                              | 6 min                        | \$7.60     |
| Z3005  | RAW Service - Vocational Rehabilitation Case Manager Phone Call/E-Mail to Service Provider                 | 6 min                        | \$7.60     |
| Z3006  | RAW Service - Vocational Rehabilitation Case Manager Phone Call/E-Mail to Other                            | 6 min                        | \$7.60     |
| Z3010  | RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with IW or Representative        | 6 min                        | \$7.60     |
| Z3011  | RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with Physician or Representative | 6 min                        | \$7.60     |
| Z3012  | RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with Employer or Representative  | 6 min                        | \$7.60     |
| Z3013  | RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with BWC                         | 6 min                        | \$7.60     |
| Z3014  | RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with MCO                         | 6 min                        | \$7.60     |
| Z3015  | RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with Service Provider            | 6 min                        | \$7.60     |
| Z3016  | RAW Service - Vocational Rehabilitation Case Manager Face to Face Meeting with Other                       | 6 min                        | \$7.60     |
| Z3020  | RAW Service - Documentation Review by Vocational Rehabilitation Case Manager                               | 6 min                        | \$7.60     |
| Z3025  | RAW Service - Initial Assessment Report Writing by Vocational Rehabilitation Case Manager                  | 6 min                        | \$7.60     |
| Z3035  | RAW Service - Report Writing by Vocational Rehabilitation Case Manager                                     | 6 min                        | \$7.60     |

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|--|---|------------------------------|--|
| <b>CODE</b>  | <b>DESCRIPTION</b>  | <b>UNIT OF SERVICE (UOS)</b> | <b>FEE</b>                                 |
| Z3036  | RAW Service - Letter Writing by Vocational Rehabilitation Case Manager                              | 6 min                        | \$7.60                                     |
| Z3040  | RAW Service - Transferable Skills Analysis report writing by Vocational Rehabilitation Case Manager | 6 min                        | \$7.60                                     |
| Z3045  | RAW Service - Vocational Rehabilitation Case Manager Travel Time                                    | 6 min                        | \$3.80/UOS up to 10 UOS one way            |
| Z3046  | RAW Service - Vocational Rehabilitation Case Manager Wait Time                                      | 6 min                        | \$3.80/UOS maximum of 5 UOS per occurrence |
| Z3047  | RAW Service - Vocational Rehabilitation Case Manager Mileage  | 1 mile                       | \$0.45/UOS up to 65 miles one way          |
| Z3050  | RAW Service – Other Provider Travel Time  | 6 min                        | \$3.55/UOS up to 10 UOS one way            |
| Z3051  | RAW Service – Other Provider Wait Time  | 6 min                        | \$3.55/UOS maximum of 5 UOS per occurrence |
| Z3052  | RAW Service – Other Provider Mileage  | 1 mile                       | \$0.45/UOS up to 65 miles one way          |

## **Service Definitions**

### **W0513 Ergonomic Implementation**

Ergonomic Implementation allows for additional follow up with the injured worker when a job modification is recommended. The purpose is to ensure that the modification is appropriate and that the injured worker is trained to use the modification correctly.

### **W0523 Career Counseling – In Person**

This is a counseling service that assists an injured worker in managing the personal and emotional issues that interfere with vocational rehabilitation progress and present barriers to return to work. This service specifically assists the injured worker who requires a substantial change in vocation due to the work related injury to identify and adjust to a new job goal that is realistic in terms of their current physical and mental status, and the availability of jobs in the injured worker's chosen area of residence. The counselor may utilize a variety of assessments and techniques to help the injured worker explore areas of vocational interest. Once the occupational field is narrowed, the counselor helps the injured worker to identify the skills, training, availability and earnings potential for the identified job. Career Counseling – In Person is used when the counselor is face-to face and one-on one with the injured worker. Only professionals who are experienced with career counseling who have a working knowledge of the labor market, and who are licensed as one of the following provider types may provide Career Counseling – In Person services: Licensed Social Worker, Licensed Independent Social Worker, Licensed Professional Counselor, Licensed Professional Clinical Counselor, Psychologist, Doctor of Medicine or Doctor of Osteopathy. Providers of this service may be reimbursed for travel, and mileage according to the codes for Other Provider Travel and Mileage. For this service, Licensed Social Workers and Licensed

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Professional Counselors will receive 75% of the established fee, while Licensed Independent Social Workers and Licensed Professional Clinical Counselors will receive 85% of the established fee.

**W0524 Career Counseling – Research & Reporting**

This service provides a limited amount of time for a career counselor to complete research of specific occupational requirements and/or report writing when the injured worker receiving career counseling is not present. The service may only be provided in conjunction with Career Counseling - In Person as part of an approved vocational rehabilitation plan, and must be performed by the same person who is providing the Career Counseling -- In Person services in the plan.

**W0610 Comprehensive Vocational Evaluation**

This is a process during which a certified vocational evaluator gathers vocational information about an injured worker, usually through the use of real or simulated work, to assist in determining vocational direction. The vocational evaluator uses extensive client interview and vocational exploration as well as psychometric testing, which may include aptitude, dexterity, academic, and vocational interest testing. The overall result is a report that provides recommendations about the injured worker's options for returning to work, within a vocational rehabilitation program. The report is based on integrating the injured worker's residual transferable vocational skills with their current physical capacities, and realistic return to work options which exist in the current labor market.

**W0620 Work Adjustment –Employer Based**

Employer Based Work Adjustment is a specialized structured program that uses an employer's work site to improve an individual's work abilities, skills and behaviors. The injured worker is placed in real work situations, their overall performance is assessed and specific measurable goals are developed to improve their performance to facilitate successful return to work. Work Adjustment services focus on both the specific job skills and the soft skills associated with employment, such as stamina, grooming and hygiene, attendance, punctuality, social skills, team work, problem solving, customer service, and productivity.

**W0631 Vocational Screening**

The vocational evaluator uses simple paper and pencil tests and transferable skills analysis to make recommendations about the vocational goal of the injured worker. The evaluator relies primarily on the vocational interview, physician reports of the injured worker's physical capacities, and the injured worker's self-reports of interests and job history.

**W0635 Situational Work Assessment**

A simulated tryout of the job (or job family) which evaluates an injured worker's ability to perform the specific job tasks through vocational skills assessments.

**W0637 Transitional Work**

Transitional work services are provided at the work site by an occupational or physical therapist. The services primarily focus on using the injured worker's functional work tasks to progress the worker to a target job. Progressive conditioning, therapeutic exercises, training in safe work practices such as proper body mechanics and other work site services may be used as part of the therapeutic program developed for that injured worker. Transitional Work services are separate and distinct from on-site Occupational or Physical Therapy services provided to injured workers at the work site.

**W0641 Job Club**

Job clubs are highly structured group meetings composed of job seekers and a facilitator. Participants cultivate skills through actively conducting their job search with training and guidance from the job club facilitator. This program aids a group of injured workers in obtaining job leads and supports their job search performance.

**W0644 Ergonomic Study**

An ergonomic study is an analysis of how the worker responds when performing the job in relation to the work environment. It examines the "fit" between the worker and the job requirements. An ergonomic study takes into account the worker's size, strength and ability to handle the tasks, tools and work environment. It is generally used to evaluate the risks of the job and to recommend job modifications. Services are provided on an individual basis as determined by need.

**W0645 Job Analysis**

A job analysis is a process for examining a job and collecting measurements while the job is being performed. It explains what the worker does, how the worker performs the work and what the outcomes of the work are. It identifies the essential functions of the job and describes the physical demands of the required tasks, working conditions, and the knowledge, skill and experience required to safely perform the job. A job analysis includes information about the tools and equipment used in performing the job.

**W0647 Automobile Repairs**

This service provides payment for necessary repairs to an injured worker's vehicle incurred during participation in vocational rehabilitation and made for the sole purpose of allowing participation in a rehabilitation program. Total cost of the repairs cannot exceed the trade in value of the vehicle as reported in nationally recognized data, i.e. "Kelley Bluebook value" at [www.kbb.com](http://www.kbb.com). Estimates on repairs must also include a statement from the mechanic regarding the overall condition of the car.

**W0648 Physical Reconditioning Unsupervised**

This service provides short term membership at a health club, YMCA/YWCA, spa, or nautilus facility when requested by a physician of record to allow the injured worker to independently continue or maintain physical reconditioning necessary for return to work. This code may only be used in an approved vocational rehabilitation or Remain at Work (RAW) program. This service is limited to one three month program per referral for vocational rehabilitation services, with reimbursement up to \$225.00 for the entire program.

**W0650 Job Seeking Skills Training (JSST)**

JSST is a specialized individualized or group program focused on job goals; the job application process; and developing the skills necessary to obtain employment, such as interviewing, effective employer contacts with follow up, internet job search, on-line applications, and resume development. The injured worker should learn how to network, find job leads and use forms for recording job contacts. The injured worker's presentation must be reviewed with tips on how to improve where necessary. The injured worker should learn how to address difficult interview questions, including questions about their disability and workers' compensation. The provider and injured worker must develop a list of prospective employers, and the provider must explain the different ways that successful contacts can be made. These would include face to face, phone, fax, US mail or internet contacts. At the end of JSST, the provider must be able to provide concrete support with documentation addressing the information and content provided during the JSST program, the injured worker's strengths and areas of additional need, and whether the injured worker is ready for job search.

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**W0659 Job Development**

Job Development is a vocational service that assists an injured worker in returning to work by uncovering the hidden job market (i.e., unadvertised positions) and/or creating a job that matches the injured worker's vocational skills and restrictions. The Job Development provider must have a working knowledge of an industry or geographic area and its employers to be effective. Job Development requires a marketing and sales frame of reference. Providers of this service must be aware of the needs of both injured workers and potential employers and be knowledgeable of return to work incentive programs for negotiation purposes. Providers use their knowledge and contacts from the local job market to facilitate return to work by contacting potential employers on behalf of the injured worker and arranging interviews for unadvertised or newly created jobs.

When Job Development services are included in a vocational rehabilitation plan, Job Placement services must also be provided. If the Job Placement provider is not the vocational rehabilitation case manager, the Job Development provider must either be the Job Placement provider or the vocational rehabilitation case manager. Providers of this service may be reimbursed for travel, wait time, and mileage according to the codes for Other Provider Travel, Wait Time, and Mileage.

**W0660 Job Placement**

Job Placement is a vocational service that assists an injured worker in returning to work by matching the injured worker's vocational skills and restrictions with jobs that may be available or modified for the injured worker. Job Placement providers use their knowledge and contacts from the local labor market to facilitate return to work by providing leads to the injured worker and making contacts with potential employers on behalf of the injured worker for advertised jobs. The Job Placement provider must also set job search procedures and goals, closely follow the injured worker's progress, and correct/redirect the performance of activities through frequent, documented face-to-face meetings with the injured worker.

Both Job Placement and Job Development services should be provided for injured workers who enter the job search phase of a vocational rehabilitation plan. If the Job Development provider is not the vocational rehabilitation case manager, the Job Placement provider must either be the Job Development provider or the vocational rehabilitation case manager. Providers of this service may be reimbursed for travel, wait time, and mileage according to the codes for Other Provider Travel (W3050), Wait Time (W3051) and Mileage (W3052).

**W0662 Work Adjustment – Facility Based**

Facility Based Work Adjustment is a specialized structured program that uses a facility site to improve an individual's work abilities, skills and behaviors. The injured worker is placed in training or work situations within the facility, their overall performance is assessed, and specific measurable goals are developed to improve their performance to facilitate successful return to work. Work Adjustment services focus on both the specific job skills and the soft skills associated with employment; such as, stamina, grooming and hygiene, attendance, punctuality, social skills, team work, problem solving, customer service, and productivity.

**W0663 Job Modifications** A Job Modification is the removal or alteration of physical barriers that may prohibit an injured worker from performing the essential job functions and prevent the worker from returning to work or maintaining current employment. It may change the physical demands of the job, thus allowing the worker to perform their essential job functions without restrictions. Coordination among the employer, injured worker, POR, and other professionals is required to ensure the suitability of the modification. Job modifications require prior approval by BWC. Job modifications over \$5,000.00 are subject to review by a qualified BWC safety

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professional (including, but not limited to, a BWC ergonomist, industrial hygienist, or safety consultant) prior to authorization.

**W0665 Tools and Equipment**

This service provides tools and/or equipment (i.e. chairs, etc.) necessary for employment to the injured worker once he or she has obtained a job, or has an approved rehabilitation plan that requires specific tools and equipment.

**W0672 Job Coach**

A job coach is a vocational specialist who provides on-site guidance, training, and assistance to the injured worker, focusing on job performance in the actual work situation. This behaviorally based program concentrates on teaching specific skills to assist in completing the job's required tasks and maintaining appropriate work behaviors

**W0674 Child / Dependent Care**

This service provides reimbursement to an enrolled child care provider for care for a child or dependent of an injured worker with the sole purpose of allowing the injured worker to participate in their vocational rehabilitation program. The maximum hourly and weekly reimbursements rates shall be equal to the ODJFS rates set forth in the appendix to OAC 5101:2-16-41.

**W0690 Training – Books, Supplies, & Testing**

This service provides reimbursement for books, supplies, and testing necessary for participation in or completion of a training program. Books and supplies are limited to the course-required books, manuals, software, and equipment. This service is not intended to reimburse incidental supplies, such as pens, pencils, notebooks, highlighters, etc., unless the course requirements specifically include those items. Reimbursement for testing may include fees for testing and required certifications or other occupationally required testing.

**W0691 Remedial Training**

Remedial training assists injured workers in developing academic skills towards completion of their GED or remediation classes needed for admission to a training program beyond the high school level, such as business or trade school. The training must be in the form of organized instruction from an accredited academic, business, and/or trade school. In some situations, the instruction may be provided through "distance education", also called e-learning or on-line learning, in which the student communicates with the instructor via the internet.

**W0692 Short Term Training**

Short Term Training includes both training and skill enhancement from an accredited academic, business, or trade school that assists injured workers in developing new occupational skills. Short term training is up to one year in duration.

**W0694 Long Term Training**

Training and skill enhancement that assists injured workers in developing new occupational skills through receipt of organized instruction from an accredited academic, business, and/or trade school from one to two years duration. Long Term Training requires prior approval from BWC.

**W0695 Retraining Exercise Equipment**

This service allows for the purchase of retraining exercise equipment for the injured worker for the sole purpose of maintaining the injured worker's physical conditioning for rehabilitation plan participation when access to an exercise facility is not available. The physician of record must recommend the equipment. Services are provided on an individual basis as determined by need.

**W0702 Occupational Rehabilitation -- Comprehensive-- Initial 2 Hour Session**

Occupational Rehabilitation – Comprehensive is a multi-disciplinary individualized, progressive therapy program with measurable outcomes. It is focused on assisting the injured worker to return to work through progressive physical conditioning and work simulation. In addition to therapy, Occupational Rehabilitation – Comprehensive assesses the injured worker across a combination of disciplines and provides intervention to meet the needs of the injured worker to achieve a goal of returning to work. Recommendations for reasonable accommodations or adaptations to the work environment while minimizing the risk of re-injury are made as part of this service. This code specifically addresses the initial 2 hours of any session of occupational rehabilitation. To be eligible for reimbursement for this code, the provider must have valid CARF accreditation for Occupational Rehabilitation – Comprehensive services.

**W0703 Occupational Rehabilitation – Additional Hours**

Occupational Rehabilitation--Comprehensive is a multi-disciplinary individualized, progressive therapy program with measurable outcomes. It is focused on assisting the injured worker to return to work through progressive physical conditioning and work simulation. In addition to therapy, Occupational Rehabilitation – Comprehensive assesses the injured worker across a combination of disciplines and provides intervention to meet the needs of the injured worker to achieve a goal of returning to work. Recommendations for reasonable accommodations or adaptations to the work environment while minimizing the risk of re-injury are made as part of this service. This code specifically addresses the hours following the initial 2 hour session of occupational rehabilitation. To be eligible for reimbursement for this code, the provider must have valid CARF accreditation for Occupational Rehabilitation – Comprehensive services.

**W0710 Work Conditioning**

Work Conditioning programs consist of a progression of treatments using physical conditioning and job simulation/real work tasks to help the injured worker regain optimal function and return to work. The program goals should address improvements in cardiopulmonary, neuromuscular, and musculoskeletal functions, education, and symptom relief. When appropriate, the program addresses reasonable accommodations for the worker and adaptations to the work environment.

**W3000 – W3040 Vocational Rehabilitation Case Management -- Return to Work (RTW)**

Vocational Rehabilitation Case Managers (VRCM) develop, coordinate and document the results of a variety of restorative services with the goal of assisting the injured worker to remain at work or to return to work.

- W3000** RTW Service -- Vocational Rehabilitation Case Manager phone call or email to the injured worker or injured worker's representative.
- W3001** Vocational Rehabilitation Case Manager phone call or email to a physician or physician's representative.
- W3002** Vocational Rehabilitation Case Manager phone call or email to employer or employer's representative.

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- W3003** Vocational Rehabilitation Case Manager phone call or email to BWC
- W3004** Vocational Rehabilitation Case Manager phone call or email to the MCO.
- W3005** Vocational Rehabilitation Case Manager phone call or email to a service provider.
- W3006** Vocational Rehabilitation Case Manager phone call or email to other.
- W3010** Vocational Rehabilitation Case Manager face to face meeting with the injured worker or injured worker's representative.
- W3011** Vocational Rehabilitation Case Manager face to face meeting with the physician or physician's representative.
- W3012** Vocational Rehabilitation Case Manager face to face meeting with the employer or the employer's representative.
- W3013** Vocational Rehabilitation Case Manager face to face meeting with BWC.
- W3014** Vocational Rehabilitation Case Manager face to face meeting with the MCO.
- W3015** Vocational Rehabilitation Case Manager face to face meeting with a service provider.
- W3016** Vocational Rehabilitation Case Manager face to face meeting with other.
- W3020** Documentation review by the Vocational Rehabilitation Case Manager.
- W3025** Initial assessment report writing by the Vocational Rehabilitation Case Manager.
- W3030** Plan writing by the Vocational Rehabilitation Case Manager.
- W3035** Report writing by the Vocational Rehabilitation Case Manager.
- W3036** Letter writing by the Vocational Rehabilitation Case Manager
- W3039** Labor Market Survey by the Vocational Rehabilitation Case Manager.
- W3040** Transferable skills analysis by the Vocational Rehabilitation Case Manager.

**W3045 Vocational Rehabilitation Case Manager Travel Time**

Vocational Rehabilitation Case Manager Travel Time is the actual time spent traveling to or from necessary vocational rehabilitation appointments by the Vocational Rehabilitation Case Manager (VRCM) to meet with the injured worker, employer, physician of record, or other vocational rehabilitation provider. In most cases, the Vocational Rehabilitation Case Manager may be reimbursed in 6 minute units of service up to 10 units of service one way for a necessary trip. If multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate travel time may be charged.

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**W3046 Vocational Rehabilitation Case Manager Wait Time**

Vocational Rehabilitation Case Manager Wait Time is the actual time spent waiting by the Vocational Rehabilitation Case Manager for injured worker, employer, physician of record, or other vocational rehabilitation provider. Wait time begins at the scheduled appointment time and may be billed for a maximum of 5 units per occurrence (30 minutes), including "no shows".

**W3047 Vocational Rehabilitation Case Manager Mileage**

Reimbursement for actual miles traveled by the Vocational Rehabilitation Case Manager (VRCM) to meet with the injured worker, the employer, the physician of record, and other vocational rehabilitation providers. Mileage is reimbursed up to 65 miles one way. If multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate mileage may be charged.

**W3050 Other Provider Travel Time**

Other Provider Travel Time is the actual time spent traveling to or from necessary vocational rehabilitation appointments to meet with the injured worker or employer by a provider of the following services: job coaching, job club, job placement, job development, job seeking skills training, vocational screening, vocational evaluation, ergonomic study, ergonomic implementation, job analysis, transitional work, and career counseling – in person. Provider travel time is reimbursed in 6 minute units of service up to 10 units of service one way.

If multiple appointments related to multiple injured workers occur on the same day within the same area, travel time should be prorated to the various claims. If during job development multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate travel time may be charged.

**W3051 Other Provider Wait Time**

Other Provider Wait Time is the actual time spent waiting for the injured worker by the job club facilitator, job coach, job placement specialist, job development specialist, job seeking skills specialist, vocational screening provider or the vocational evaluator. Wait time begins at the scheduled appointment time and may be billed for a maximum of 5 units per occurrence (30 minutes), including "no shows".

**W3052 Other Provider Mileage**

Reimbursement for actual miles traveled to attend necessary meetings with the injured worker or employer by a provider of the following services: job coaching, job club, job placement, job development, job seeking skills training, vocational screening, vocational evaluation, ergonomic study, ergonomic implementation, job analysis, transitional work, and career counseling – in person. Mileage is reimbursed up to 65 miles one way.

If multiple appointments related to multiple injured workers occur on the same day within the same area, mileage should be prorated to the various claims. If during job development multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate mileage may be charged.

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**Z3000 – Z3040 Vocational Rehabilitation Case Management -- Remain at Work (RAW)**

When vocational rehabilitation case management services are provided to injured workers with medical only claims, they are considered Remain at Work (RAW) services. The focus of RAW services is keeping the injured worker on the job. RAW case management services use Z codes rather than W codes, and the services are charged to the employer's risk.

- Z3000** RAW Service - Vocational Rehabilitation Case Manager phone call or email to injured worker or the injured worker's representative.
- Z3001** RAW Service – Vocational Rehabilitation Case Manager phone call or email to a physician or physician's representative.
- Z3002** RAW Service - Vocational Rehabilitation Case Manager phone call or email to employer or employer's representative.
- Z3003** RAW Service - Vocational Rehabilitation Case Manager phone call or email to BWC.
- Z3004** RAW Service - Vocational Rehabilitation Case Manager phone call or email to the MCO.
- Z3005** RAW Service - Vocational Rehabilitation Case Manager phone call or email to a service provider.
- Z3006** RAW Service - Vocational Rehabilitation Case Manager phone call or email to other.
- Z3010** RAW Service - Vocational Rehabilitation Case Manager face to face meeting with the injured worker or the injured worker's representative.
- Z3011** RAW Service - Vocational Rehabilitation Case Manager face to face meeting with a physician or physician's representative.
- Z3012** RAW Service - Vocational Rehabilitation Case Manager face to face meeting with the employer or the employer's representative.
- Z3013** RAW Service - Vocational Rehabilitation Case Manager face to face meeting with BWC.
- Z3014** RAW Service - Vocational Rehabilitation Case Manager face to face meeting with the MCO.
- Z3015** RAW Service - Vocational Rehabilitation Case Manager face to face meeting with a service provider.
- Z3016** RAW Service - Vocational Rehabilitation Case Manager face to face meeting with other.
- Z3020** RAW Service – Documentation review by the Vocational Rehabilitation Case Manager.
- Z3025** RAW Service – Initial Assessment report writing by the Vocational Rehabilitation Case Manager.
- Z3035** RAW Service – Report writing by the Vocational Rehabilitation Case Manager.
- Z3036** RAW Service – Letter writing by the Vocational Rehabilitation Case Manager.
- Z3040** RAW Service – Transferable Skills Analysis report writing by the Vocational Rehabilitation Case Manager.

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**Z3045 RAW Service – Vocational Rehabilitation Case Manager Travel Time**

Vocational Rehabilitation Case Manager Travel Time is the actual time spent traveling to or from necessary vocational rehabilitation appointments by the Vocational Rehabilitation Case Manager (VRCM) to meet with the injured worker, employer, physician of record, or other vocational rehabilitation provider when done in a Remain at Work (RAW) plan. In most cases the Vocational Rehabilitation Case Manager may be reimbursed in 6 minute units of service up to 10 units of service one way for a necessary trip. If multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate travel time may be charged.

**Z3046 RAW Service – Vocational Rehabilitation Case Manager Wait Time**

Vocational Rehabilitation Case Manager Wait Time is the actual time spent waiting by the Vocational Rehabilitation Case Manager for injured worker, employer, physician of record, or other vocational rehabilitation provider when done in a Remain At Work (RAW) plan. Wait time begins at the scheduled appointment time and may be billed for a maximum of 5 units per occurrence (30 minutes), including “no shows”.

**Z3047 RAW Service -- Vocational Rehabilitation Case Manager Mileage**

Reimbursement for actual miles traveled by the Vocational Rehabilitation Case Manager (VRCM) to meet with the injured worker, the employer, the physician of record, and other vocational rehabilitation providers. If multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate mileage may be charged.

**Z3050 RAW Service -- Other Provider Travel Time**

Other Provider Travel Time is the actual time spent traveling to or from necessary vocational rehabilitation appointments to meet with the injured worker or employer by a provider of the following services: job coaching, vocational screening, vocational evaluation, ergonomic study, ergonomic implementation, job analysis, and transitional work when provided in a Remain at Work (RAW) plan. Provider travel time is reimbursed in 6 minute units of service up to 10 units of service one way.

If multiple appointments related to multiple injured workers occur on the same day within the same area, travel time should be prorated to the various claims

**Z3051 RAW Service -- Other Provider Wait Time**

Other Provider Wait Time is the actual time spent waiting by the job coach, vocational screening provider, or the vocational evaluator when done in a Remain at Work (RAW) plan. Wait time begins at the scheduled appointment time and may be billed for a maximum of 5 units per occurrence (30 minutes), including “no shows”.

**Z3052 RAW Service -- Other Provider Mileage**

Reimbursement for actual miles traveled to attend necessary meetings with the injured worker or employer by a provider of the following services: job coaching, vocational screening, vocational evaluation, ergonomic study, ergonomic implementation, job analysis, and transitional work when provided in a Remain at Work (RAW) plan. Mileage is reimbursed up to 65 miles one way.