Retrospective Rating

Keys to Retro Success

The Retrospective Rating (Retro) Program is a voluntary financial incentive program offered by the Department of Labor & Industries (L&I). In Retro you may be able to earn a refund of a portion of your workers' compensation premiums by reducing workplace injuries and lowering claim costs. However, the program does not come without financial risk. The following questions and suggestions are provided to help you evaluate whether Retro is right for you, and to help you participate successfully in Retro if you decide to enroll.

Do you have a clear understanding of your company's workers' compensation account? For instance, do you have:

- An active account that is current with all L&I payments?
- Annual workers' compensation premiums of at least $5,860 (amount updated annually)? If less, you may still qualify to be in a Retro group.
- A clear understanding of what drives your claim costs?

What are your hiring policies? Do you have the right person in the right job?

- Develop clear and consistent hiring policies.
- Use comprehensive interview techniques to assess skills and knowledge.
- Complete reference checks.
- Keep applications and a signed work history on file for each hire.

Have you taken steps to make your workplace as safe as possible?

- Review written accident prevention and safety training with all new hires.
- Establish a safety committee to implement and enforce your safety plan.
- Provide personal protection equipment and ensure proper usage.
- Provide ongoing safety training for all employees.
- Perform routine equipment maintenance and replace defective equipment.
- Ensure employees are following safe work practices.

Are you committed to safe and early return to work after an injury?

- Be proactive with claims. Review each one early and in detail to understand the types of claims and nature of the injuries.
- Develop an effective return-to-work program to keep claim costs down. L&I's Stay at Work program offers employers financial incentives to bring injured workers quickly and safely back to light-duty or transitional work: **www.Lni.wa.gov/StayAtWork**.
- Work to get claims closed quickly to reduce claims costs.

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If your company has a history of high-cost claims or has a lot of claims that stay open rather than resolving, then you may not be a good candidate for participating in Retro. However, if your company is aggressively changing to become safer and developing new policies of early return to work, then Retro may be right for you.

Each 12 months you make a new decision about participating in Retro.

Your company can make new decisions about your participation in Retro on an annual basis. If you have concerns, you can request a consultation for a thorough review of your account's past performance and its potential for success. This gives you an opportunity to analyze the information provided so that you can make an informed business decision.

Take care that your company is not risking more than you can afford to lose. Risk is a very real contingency in Retro. It's important to know that you may have to pay an assessment if claim costs are higher than anticipated. If so, the assessment must be paid within 30 days of being notified.

Be sure you understand the full adjustment process and timeline of Retro. Once you have signed a contract and selected your plan choices, your company is locked in to all three mandatory adjustments, with each enrollment period extending for 12 months* — for a total of 46 months.

For more information

Contact us now and learn how Retro can save you money:

- 360-902-4851
- Email to Retro@Lni.wa.gov
- On the web at **www.Lni.wa.gov/Retro**
- Or contact a Retro group you are considering

* Your company is committed to a 12-month coverage year. Each coverage year will undergo three mandatory adjustments (any of which can result in a refund or assessment) over a 46-month period of time. During this time the calculation of your premiums will change as claims from this coverage year occur, remain open and then collect additional insurance benefits that may be different than what was expected earlier.

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