

CHEATSHEET

Return to Work Acronyms Explained

A quick-reference guide for
employers navigating injury
management

ADL**Activities of Daily Living**

Basic personal tasks like walking, dressing, or bathing, used in capacity assessments.

COC**Certificate of Capacity**

The medical certificate that outlines what duties the worker can safely do during recovery.

FCE**Functional Capacity Evaluation**

A physical assessment that helps determine what work tasks the injured worker can manage.

GP**General Practitioner**

The worker's main doctor, often acts as the Nominated Treating Doctor (NTD).

IME**Independent Medical Examination**

An additional medical opinion arranged by the insurer, often used in complex claims.

IM**Injury Management**

The whole process of helping a worker recover including medical care, work duties, and planning.

NTD**Nominated Treating Doctor**

The GP or specialist responsible for treating the worker and issuing certificates.

PIAWE**Pre-Injury Average Weekly Earnings**

The average weekly wage used to calculate compensation payments.

RTW**Return to Work**

The process of supporting an injured worker to return to safe, meaningful work.

RTWP**Return to Work Plan**

A written plan showing duties, hours, restrictions, and review points

SD**Suitable Duties**

Work tasks that match the worker's restrictions and support recovery.

VOC**Vocational Rehabilitation**

Services that help the worker return to work either in their role or a new one.

WIC**Worker's Initial Certificate**

The first medical certificate that starts the claim, shows initial diagnosis and capacity.

A few extra medical terms

B/L**Bilateral (both sides of the body)****FX****Fracture****DX****Diagnosis****HX****History (medical history)****MX****Management****RX****Prescription**

Keep this list handy, it'll help you cut through the jargon and stay on track.

And remember: if in doubt, just ask.