

Customer Workers Compensation Jurisdictional Resource - Georgia

Issue	Mandatory	What & How	Impact	State Forms
Timely Reporting of Claims	<p>Yes</p> <p>Immediately upon knowledge of an injury, an employer must complete and file with its insurer's or self-insurer's claims office an Georgia Form WC-1 - First Report of Injury. Injuries involving seven days or more of lost time must be reported to the Board within 21 days of the employer's knowledge of disability.</p>	<p>Telephonically: Commercial Accounts: 800.238.6225 National Accounts: 800.832.7839 Construction Accounts: 877.828.4132 Online: www.travelers.com</p>	<p>The sooner the claim is reported, the more accurate the information provided during the investigation will be. Failure to file timely reports with the Board and/or make timely payments of income benefits will result in late payment penalties and may result in late filing penalties and assessment of attorney's fees.</p>	<p>Georgia Form WC-1 - First Report of Injury</p>
Drug Free Workplace	<p>No</p> <p>But the Drug-Free Workplace Program sets out the requirements for an employer to create such a program. See Sections 34-9-410 through 34-9-415 of the Georgia Code.</p>	<p>Section 34-9-413 of the Georgia Code lists the elements of a Drug Free Workplace Program, which include a written policy, substance abuse testing within the guidelines of Section 34-9-415 of the Georgia Code, an employee assistance program, employee education, and supervisor training.</p>	<p>Any employer who qualifies for a certification as a Drug Free Workplace shall qualify for a premium discount under the employer's workers' compensation insurance policy as provided under Section 33-9-40.2 of the Georgia Code</p>	<p>Georgia Drug Free Workplace Certification-directions to apply online</p>

Managed Care Law	No Georgia does not require the use of Managed Care. However, Section 34-9-208 of the Georgia Code provides the requirements that must be met to qualify as a certified managed health care provider.	Certification requirements are listed in Section 34-9-208 of the Georgia Code	Permits greater control over medical care cost inflation and utilization of medical resources while maximizing outcomes. However, a medical case manager may not interfere with employee's medical treatment.	N/A
Timely Reporting of Out of Work Status	Yes Required only by employer's 1 st report of injury. There is no separate mandatory reporting requirement.	If employee is out of work, this information should be communicated to insurer as soon as possible.	Permits timely payment of benefits where appropriate.	N/A
Timely Reporting of Employee Returning to Work	Yes Georgia requires the filing of a Georgia Form WC-2 - Notice of Payment/Suspension of Benefits with the Board if the Employee is returning to work and income benefits will now cease.	Employer should notify insurer as soon as possible so that temporary-total benefits may be terminated at the appropriate time.	Timely reporting prevents overpayment of benefits; additionally we may be required to continue to pay benefits until a Georgia Form WC-2 - Notice of Payment/Suspension of Benefits is filed with the Board.	Georgia Form WC-2 - Notice of Payment/Suspension of Benefits
Bona Fide Job Offers	Voluntary But employers are encouraged to facilitate return to work for injured employees. The procedure for light duty job offers is governed by Section 34-9-240 of the Georgia Code .	Once an employee is released to light duty by the Authorized Treating Physician (ATP) the Employer should provide a light duty job description. This job description must be approved by the ATP on a Georgia Form WC-240a - Job Analysis . After the job is approved	Mitigates the employer's exposure for payment of indemnity benefits if they are able to accommodate an injured worker's light duty restrictions.	Georgia Form WC-240a - Job Analysis Georgia Form WC-240 - Notice to Employee of Offer of Suitable Employment

		the Employer/Insurer offers the light duty job on a Georgia Form WC-240 - Notice to Employee of Offer of Suitable Employment .		
Wage Statements	Yes If the compensation rate paid is less than the maximum rate a Georgia Form WC-6 - Wage Statement must be filed. Rule 61(6).	Travelers sends this form to the employer on all lost time claims. It must be completed and returned to claims. We are required to provide this form to the Employee within 30 days of the date requested. Georgia Board Rule 61(6) .	Failure to file the Georgia Form WC-6 - Wage Statement allows the administrative law judge to make the final determination of the AWW (Average Weekly Wage) based on evidence submitted from both parties.	Georgia Form WC-6 - Wage Statement
Posting of Notices	Yes Employers must post a notice of compliance with the law and post the Georgia State Board of Workers' Compensation in a conspicuous place. The insurance company's name must be posted, of if self-insured, the certificate of self-insurance must be posted in a prominent place.	Failure to post or provide notice, as required, may subject the violator to penalties.	Avoids administrative penalties, and employees are more likely to report claims quickly. This enables the investigation to begin sooner, thereby increasing the chances for a better outcome.	Georgia State Board of Workers' Compensation