



Full List of Outcome Codes

Vocational rehabilitation counselors (VRCs) can refer to the tables below for information on referral outcomes. **Note:** There isn't an outcome for every situation. You may need to choose the closest outcome for the situation.

KEY to abbreviations:

VR: Vocational Recovery, **AWA:** Ability to Work Assessment, **PD:** Plan Development, **PI:** Plan Implementation, **SAJA:** Stand-Alone Job Analysis

Return to Work Outcomes			
Outcome	Referral Type *	Definition	Dispute Rights?
RTW1: Return to work, job of injury, same work pattern	All	The worker returns to work at the occupation at the time of injury, same work pattern.	No.
RTW2: Return to work, new permanent job, employer of injury	All	The worker accepts the employer's offer of a medically- approved, permanent new job. This outcome includes modified work with the employer at time of injury.	No.
RTW3: Return to work, temporary job, employer of injury	All	The worker accepts the employer's offer of a medically approved temporary job consistent with the work pattern at time of injury. Further vocational assessment may be needed if the temporary job ends or the worker has permanent restrictions.	No.
RTW4: Return to work, permanent job with new employer	All	The worker returns to work with a new employer at a new or previously held permanent job.	No.

Able to Work Outcomes			
Outcome	Referral Type *	Definition	Dispute Rights?
ATW1: Full release for work no restrictions	VR, AWA	According to objective medical information, the worker can return to the job of injury. This means either a job analysis of the time of injury job was approved; or the doctor determined that no work restrictions are needed.	No.
ATW2: Full release for work, no restrictions	PD, PI	According to objective medical information, the worker can return to the job of injury. This means either a job analysis of the time of injury job was approved; or the doctor determined that no work restrictions are needed. This determination has dispute rights since the worker was previously found eligible for vocational services.	Yes.
ATW3: Turns down employer of injury's offer of new permanent job	VR, AWA	This outcome is limited to vocational services prior to plan development. The worker did not accept employer of injury's offer of a valid, medically approved, permanent new job.	Yes.
ATW4: Turns down employer of injury's offer of new temporary job	VR, AWA	The worker did not accept employer's offer of a valid, new medically approved temporary job. Further vocational assessment may be needed if the temporary job is no longer available or it is learned that the worker has permanent restrictions.	No.
ATW5: Per WAC, employable due to no limitations	VR, AWA	According to objective medical information the worker has no physical or mental limitations/restrictions caused by the industrial injury. (An approved job analysis releasing the worker to the time of injury job is not necessary.)	No.
ATW6: Per WAC, employable due to no limitations	PD, PI, Forensic	Objective medical information, obtained after the worker was found eligible for vocational services, shows the worker has no physical or mental limitations/restrictions caused by the industrial injury.	Yes.
ATW7: Employable due to transferable skills	AWA, PD, Forensic	The worker has skills from education, work experience, hobbies, and/or volunteer work to perform and obtain the recommended job.	Yes.
ATW8: Plan completion, employable	PI	The worker successfully completed the vocational rehabilitation plan authorized by the department.	No.
ATW9: Plan not completed, employable	PI	The worker did not successfully complete the vocational rehabilitation plan. The VRC, however, recommends the worker is employable based on the worker's completed coursework and a supportive labor market survey.	Yes.

Able to Work Outcomes

Outcome	Referral Type *	Definition	Dispute Rights?
ATWJ: Employer offers job	PD	The employer of record or a chargeable employer makes a valid job offer for bona fide employment – CM code only.	No.

Services Appropriate Outcomes			
Outcome	Referral Type *	Definition	Dispute Rights?
SAS1: Needs further assessment	VR	VR was completed and an AWA is recommended to assess the worker's ability to work.	No.
SAS3: Eligible for plan development	AWA, Forensic	Based on medical and vocational information, the worker is eligible and likely to benefit from vocational services to become employable.	Yes.

Services Not Appropriate Outcomes

Outcome	Referral Type *	Definition	Dispute Rights?
SNA2: Not ATW or participate in voc rehab due to industrial injury	AWA, PD, PI, Forensic	The accepted condition(s), along with the vocational information, permanently precludes the worker's ability to work or benefit from vocational services. This outcome should be staffed with the unit vocational consultant before submission if there are questions or concerns.	Yes.
SNA3: Not ATW or participate in voc rehab due to unaccepted conditions	VR, AWA, PD, PI, Forensic	<p>The unaccepted conditions (not the injury or restrictions that were in place at the time of the injury) prevent the injured worker from participating in vocational services. To support this outcome, the vocational recommendation must provide the following information, regardless of the phase of vocational services:</p> <ol style="list-style-type: none"> 1. Documentation of the occupational possibility the worker could benefit from were it not for the unrelated conditions or barriers. 2. A medically-approved job goal. 3. The methodology for acquiring the skills. 4. A labor market survey demonstrating the job goal exists. <p>This outcome is also used for noncooperation or when the worker's own actions preclude participation in vocational services.</p>	Yes.
SNA4: Not ATW or participate in voc rehab due to a combination of the industrial injury and pre-existing conditions	AWA, PD, PI, Forensic	The accepted condition and preexisting conditions, along with the vocational information, permanently preclude the worker from working or benefiting from vocational services. This outcome should be staffed with the unit vocational consultant before submission if there are questions or concerns.	Yes.
SNA6: Injured worker voluntarily retires	All	The worker chooses to leave the workforce and to not participate in vocational services. The vocational recommendation must include documentation of an occupational possibility the worker could have benefited from if it were not for retirement.	Yes.

Plan Outcomes			
Outcome	Referral Type *	Definition	Dispute Rights?
PLN1: Plan submitted for approval	PD	The VRC recommends a vocational plan to the claim manager.	No.
PLN7: Plan failed (VRC recommendation)	PI	The plan is no longer viable.	No.

Forensic Outcomes			
Outcome	Referral Type *	Definition	Dispute Rights?
FOR1: further clarification	Forensic	Not enough information exists to issue an outcome and additional medical/vocational information is needed. This outcome should be staffed with the unit vocational consultant before submission and is intended for referrals where the VRC is unable to recommend one of the following: services not appropriate, services are appropriate, or able to work.	No.
FOR2: Injured worker moved out of geographic service area of VRC	Forensic	The worker changed locations and is unable to work with the assigned vocational provider.	No.
FOR3: Assigned VRC no longer available	Forensic	The VRC leaves a firm where a payee provider relationship exists and the referral was made to either 1) the vocational firm or 2) a VRC who can no longer provide service in the geographical area.	No.
FOR4: Clerical or administrative error	Forensic	CM cancels vocational referral because, for example, the referral was sent to the wrong service location, the wrong referral type was sent, the referral was sent to the wrong provider or the referral was sent on the wrong the claim number.	No.

Administrative Outcomes			
Outcome	Referral Type *	Definition	Dispute Rights?
ADM1: injured worker is medically unstable	VR, AWA, PD, PI	The worker is temporarily, medically unable to participate in vocational services for at least 90 days due to the injury.	No.
ADM2: Pre/post unrelated issues temporarily preclude voc	VR, AWA, PD, PI	The worker is temporarily unable to participate in vocational services due to medical or other circumstances unrelated to the injury.	No.
ADM3: Injured worker moved out of geographic area of VRC	VR, AWA, PD, PI	The worker left the service location of the current VRC; a new VRC is needed.	No.
ADM4: Assigned voc counselor no longer available	All	VRC leaves the profession and is no longer accepting referrals. All referrals must be closed.	No.
ADM6: Referral made in error	VR, AWA, PD, PI	CM cancels vocational referral because, for example, the referral was sent to the wrong service location, the wrong referral type was sent, the referral was sent to the wrong provider or the referral was sent on the wrong the claim number.	No.
ADM8: VRC leaves firm	All	The VRC leaves a firm where a payee provider relationship exists and the referral was either made to 1) the vocational firm or 2) a VRC who can no longer provide service in the geographical area.	No.
ADM9: Worker cannot be located	All	The VRC is unable to make contact with the worker.	No.
ADMA: Firm declines referral	All	To be used when firm determines that the referral is not appropriate. Examples include: Conflict of interest; higher degree of specialization is necessary. Firms may use this outcome for up to 14 days after the referral assignment. A maximum of three professional hours may be billed for reviewing the file and preparing a brief rationale.	No.

Stand-Alone Job Analysis

Outcome	Referral Type *	Definition	Dispute Rights?
<p>JA01: Job analysis is complete.</p>	<p>SAJA</p>	<p>The service has been completed and the job analysis has been sent to L&I.</p>	<p>No.</p>
<p>JA02: Job analysis is incomplete.</p>	<p>SAJA</p>	<p>The service has been completed and the job analysis has been sent to L&I. The provider attempted to, but didn't complete, the job analysis. This outcome isn't to be used in the situations covered under the administrative outcomes listed below. Some examples of appropriate use of this outcome are when:</p> <ol style="list-style-type: none"> 1. The job analysis isn't ready for submission by the due date. 2. The employer wasn't available to give the requested information. 3. The VRC assigned to the referral wasn't available to complete the referral due to situations such as illness. <p>Job Analyses that don't meet the requirements of WAC 296-19A-170 (www.leg.wa.gov) will be closed with JA02 and may be subject to corrective action per WAC 296-19A-270 (www.leg.wa.gov).</p>	<p>No.</p>

These outcomes are available to claim managers but not to VRCs

Services Appropriate Outcomes for Claim Managers Only			
Outcome	Referral Type *	Definition	Dispute Rights?
SAS2: VR completed; no AWA referral at this time	VR	VR completed but CM decides not to refer for assessment until additional information is obtained.	No.

Services Not Appropriate Outcomes for Claim Managers Only			
Outcome	Referral Type *	Definition	Dispute Rights?
SNA5: At department's discretion, not eligible for voc services	All	CM reviews decision that vocational services are not appropriate when factors including, but not limited to, the worker's lack of participation in previous or current vocational efforts, indicate the injured worker is unlikely to benefit from vocational services. The vocational recommendation needs to include documentation of an occupational possibility the worker could have benefited from if not for the unrelated barriers.	Yes.

Plan Outcomes for Claim Managers or Vocational Services Specialists Only			
Outcome	Referral Type *	Definition	Dispute Rights?
PLN2: Plan approved	PD	The department agrees to authorize a vocational plan.	Yes.
PLN3: Plan denied	PD	The proposed plan isn't sufficient and a new VRC is assigned.	No.
PLN4: Plan deemed approved	PD	L&I didn't approve the proposed plan within 15 days.	Yes.
PLN8: Plan failed (CM outcome)	PI	The CM determines that the plan is no longer viable.	No.
OPT2: Option 2 confirmed	PI	Option 2 selected.	No.

Administrative Outcomes for Claim Managers Only

Outcome	Referral Type *	Definition	Dispute Rights?
ADM5: Lack of VRC progress	All	This outcome is used when the VRC demonstrates a lack of progress. It is not for use when the case is not making progress, in general, and the VRC is resolving or attempting to resolve barriers with documentation and/or action. CM should assign to a new VRC if a vocational referral is still needed.	No.
ADM7: Fee cap reached	VR, AWA, PD, PI	VRC reaches fee cap for referral. CM re-refers to a different vocational provider, if a vocational referral is still appropriate.	No.
ADMB: Vocational services terminated due to failure to participate	PD, PI	CM uses this outcome when an eligible injured worker is not cooperating with the vocational process.	No.
ADSS: Claim closed with a structured settlement	AWA, PD, PI	This outcome is used when vocational services are closed because the claim closed with a structured settlement.	No.