Basics of
KEPT ON SALARY (KOS)
A strategy to cut down on workers' compensation costs.

WHAT IS KOS?

KOS is when an employer pays an injured worker their regular pay while out because of a workplace injury.

Helpful Tip: It can take up to a few weeks to formally return your employee to modified-duty work. During that time, they may be eligible for time-loss benefits from L&I. Utilizing KOS, you can pay their regular wage—just as if they continued to work— instead of L&I paying time loss, keeping the claim medical-only and preserving your cost savings.

L&I RULES

» Pay employee full wages as if they were at work and tax wages as normal
» No deduction to vacation/sick leave

WFIA RETRO REQUIREMENTS

» Provide KOS for 14 work days per incident

Helpful Tip: Faster return-to-work lessens your KOS obligation.

KOS BENEFITS

FINANCIAL HEALTH

PAY LESS PREMIUM

L&I reduces rates between 10-40% when a company does not have time loss for a 3-year period.

Reduced time loss = Reduced workers' comp rates

EARN A BETTER REFUND

For every $1 paid in time-loss, L&I takes up to $5 out of potential refund.

Reduced time loss = Increased Retro refund

CLAIM CONTROL

KEEPS YOU IN THE KNOW

Employers have the right to require updates on medical information like treatment notes and work restrictions when paying KOS.

CREATES ACCOUNTABILITY

KOS promotes communication with your employee about their treatments and upcoming medical appointments.

GETS RETURN TO WORK (RTW) STARTED FASTER

With good communication, you will know sooner when your employee is released to modified-duty work. Offering this as soon as possible is the goal, not continual, unending KOS.

Helpful Tip: In rare situations where KOS is not immediately paid, you should be in consultation with your ERNwest claims manager or performance specialist.

TIME LOSS HURTS

Loss of Claim-Free Discount: Once this discount is lost, it takes another three years to earn back.

Increased Rates: Premium can nearly double, which can impact the cost of every employee, every hour, for three years.