

# Fraud Prevention Tips for Employers

Employers play a vital role in fraud prevention. A work environment that promotes trust between management and employees helps reduce workers' compensation fraud and abuse.

## **Ways for employers to reduce the risk of workers' compensation fraud:**

- Educate employees
  - Emphasize that employee safety is taken seriously
  - Explain what workers' compensation is and how it works
  - Encourage employees to report accidents or injuries immediately
  - Advise employees of the company's zero-tolerance stance on fraud
  - Inform employees on how they can report fraud anonymously
- Conduct timely internal investigations of accidents or injuries
  - Handle investigations consistently
  - Obtain statements from witnesses
  - Look for inconsistencies or other red flags, such as:
    - Contradictory statements
    - No witnesses
    - Accidents or injuries occurring before a layoff or other situations in which the employee would lose pay
- Communicate regularly with employee and designated medical provider (DMP)
  - Ensure accident or injury descriptions are consistent
  - Identify when the employee may return to work
  - Understand the employee's work restrictions