



PTSD study implementation: Non-legislative recommendations

Workers' Compensation Advisory Council, Jan. 14, 2026

Non-legislative recommendations (10.1 and 10.2)

10.1: Recommendations to improve the administrative processing of claims

- 10.1.1: Improve data quality on the First Report of Injury (FROI) for mental injury claims.
- 10.1.3: Provide education around statutory requirements in the claim process.
- 10.1.4: Increase education and enforcement around post-traumatic stress disorder (PTSD) denial narratives.

10.2: Recommendations for expanding access to PTSD diagnosis and treatment and vocational rehabilitation services

- 10.2.7: Regularly update best practices for diagnosis and treatment.
- 10.2.8: Target outreach regarding vocational rehabilitation services available from DLI's Vocational Rehabilitation unit for denied PTSD claims.

10.1.1:

Improve data quality on the FROI for mental injury claims.

- The Department of Labor and Industry (DLI) is collaborating with the Minnesota Workers' Compensation Insurers Association (MWCIA) to develop better guidance and standardization on coding PTSD claims.
- The goal is to work with the Workers Compensation Insurance Organizations (WCIO) to recommend PTSD-specific coding for the FROI (such as part of body, nature of injury, cause of injury).
- A formal plan and timeline are forthcoming.

10.1.3: Provide education around statutory requirements in the claim process.

Efforts to increase education and outreach to stakeholders:

- Created a plain language information sheet about the PTSD claims process.
- Developing a DLI webpage devoted to the PTSD claims process and resources.
- Updating the mandatory workplace poster to include types of compensable claims.
- Adding details about the PTSD claims process to the employee guide for injured workers.

10.1.4

Increase education and enforcement around PTSD denial narratives.

Completed an analysis and process improvement effort of DLI's current audit and penalty assessment processes.

Developing resources to provide guidance on the administration of mental health claims, including PTSD.

10.2.7: Regularly update best practices for diagnosis and treatment.



Office of General Counsel has reviewed the new 2025 American Psychological Association (APA) guidelines and determined there are updates that could be made to treatment parameters for PTSD.



DLI will be working with the Medical Services Review Board (MSRB) on next steps.

10.2.8: Target outreach regarding vocational rehabilitation services available from DLI's Vocational Rehabilitation unit (VRU) for denied PTSD claims.

VRU is developing an outreach plan to describe available return-to-work assistance:

- Created an outreach flyer with a link to the VRU resources webpage and a QR code to track engagement.
- Plan to use the flyer for outreach to nonprofits that support first responders and their families, and include a link in *COMPACT* and *Campus Connect*.



The image shows a flyer titled "DO YOU HAVE A WORK-RELATED PTSD INJURY?" It features a QR code and contact information for the Minnesota Department of Labor and Industry's Vocational Rehabilitation unit.

DO YOU HAVE A WORK-RELATED PTSD INJURY?

The Minnesota Department of Labor and Industry's Vocational Rehabilitation unit may be able to help if you:

- 1 have a PTSD injury related to your job;
- 2 had a workers' compensation claim denied; and
- 3 need help returning to work or finding new employment.

Contact us

651-284-5038
888-772-5500
dli.mn.gov/vru

Visit our webpage to learn more.

A circular photo of a female first responder in uniform, standing in front of an ambulance.

**DEPARTMENT OF
LABOR AND INDUSTRY**
WORKERS' COMPENSATION

Thank you