

HUMAN RESOURCES POLICY

POLICY TITLE: LIMITED OR LIGHT DUTY

POLICY NUMBER: HR II - 205*

PURPOSE: To establish a program whereby employees who are injured on the job may be allowed to continue to work in a limited or light duty status on a temporary basis.

Applicability

Because employees are the Hospital's most valuable resource, the Hospital attempts to help employees who have been injured on the job to return to work as soon as possible after their physician certifies their fitness for duty. In order to reduce lost time associated with some types of injuries and limit the costs associated with such injuries, it is essential that every effort be made to return the employee to work, even if the work to be performed is limited in scope. Notwithstanding these goals, the Hospital will not provide a limited or light duty position when to do so would cause an unreasonable hardship on the Hospital or where to do so would otherwise not be practicable.

Return to Work Requirements

For an employee who is injured on the job to be allowed to continue to work, or to return to work in a limited duty status, either the Emergency Room physician/nurse practitioner or a physician approved by Employee Health must certify that:

- a. in the physician's/nurse practitioner's professional judgment the employee can perform work associated with the regular or light duty job descriptions;
- b. the work duties to be performed would not aggravate the original injury or likely result in a second injury; and
- c. the condition of the injured employee would not pose a health risk to other employees, patients, or visitors.

An employee without restrictions who has been released to return to work by Employee Health must report to his/her supervisor for a work assignment.

An employee who has been released to return to work with restrictions must report to Employee Health, so that the Employee Health Nurse may request and coordinate light duty work assignments with the physician/nurse practitioner and the appropriate department head.

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Refusal of Light Duty

An employee receiving worker's compensation benefits who refuses to return to work in a limited duty status after limited duty work has been approved by the attending physician/nurse practitioner will forfeit further Workers' Compensation benefit payments. In this situation, the Hospital will file the appropriate motion with the North Carolina Industrial Commission to stop payment of benefits under the North Carolina Worker's Compensation Act.

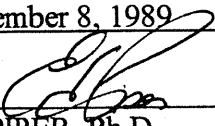
Reporting/Information Requirements

An employee who has not been released to return to work by the Emergency Room physician/nurse practitioner must report to or contact Employee Health during normal business hours, or the next business day if it is a weekend. The Hospital's Employee Health Nurse will then follow up with the Hospital's workers' compensation carrier to ensure that the employee is released to light or full duty at the earliest possible date.

Restrictions on Length of Light Duty Assignment

Light duty positions are temporary in nature, and under no circumstances will last longer than one (1) year.

EFFECTIVE DATE: September 8, 1989

APPROVED BY: 
ED PIPER, Ph.D.
CEO

REVISION DATE: 7/93, 4/00, 9/01, 7/05

REVIEW DATE: 1/97, 8/99, 6/02, 7/05