

CHAPTER 18 WORKERS COMPENSATION

- 18-1 Workers Compensation
- 18-2 Light Duty Return to Work Program

18-1 Workers Compensation

Any injury occurring on the job must be immediately reported to the employee's or volunteer's supervisor. The job related injury shall be detailed on forms prescribed by the Utah Labor Commission and the City. These forms must be completed within 24 hours following the incident producing the injury.

18-2 Light Duty Return to Work Program

The purpose of the program is to provide a mechanism for employees to return to work as soon as reasonably possible after a work related injury.

Eligibility: Eligibility will depend on the treating physician providing written medical clearance for an employee to return to work.

Light Duty Work Assignments: The City's Light Duty Return to Work Program includes modified and alternate duty work assignments. Light duty work assignments will primarily take place within the employee's department but the employee may be assigned to work outside his or her department in a position that is within their physician's prescribed work restrictions.

Duration: All modified or alternate duty assignments are temporary in nature and will not be considered a permanent job duty.

Status Changes and Updates: The employee will update Human Resources on their work status and may be required to provide written updates from the treating physician. Work status categories include Full Duty, Modified Duty, Alternate Duty, and Temporary Total Disability and are defined below.

Definitions:

Full Duty Work Status: A return to full and regular duty with no restrictions.

Modified Duty: A work status that includes the employee having the ability to return to work performing the essential functions of the employee's job classification but does have medical restrictions prohibiting particular tasks within the job classification.

Alternate Duty: A work status that prohibits the employee from returning to work within his/her job classification but allows the employee to be employed in other assignments.

Temporary Total Disability: A work status that prohibits the employee from returning to work in any capacity.