

The purpose of the Return to Work Program is to provide injured employees with an alternate assignment during recuperation in order to maintain some level of productivity and to reduce program costs. Whenever possible, the injured worker will receive full pay while on alternative productive duty. The injured worker is required to provide authorization by the treating physician to perform alternative or modified productive duty. The aim of the Martin County School Systems' Return to Work Program is for every worker to return to meaningful employment.

The superintendent is directed to develop procedures to bring injured workers back to work as soon as possible after an on-the-job injury. This includes providing transitional, modified, or alternate work duties based on the treating physician's written recommendations. These work duties are defined as:

- 1) Modified Duty-Temporary modifications to the employee's regular job duties to remove or change the elements that exceed current physical abilities.
- 2) Alternate Work-Temporary reassignment of the employee to another position, or different type of work, within current physical abilities.

Cross Reference:

Adopted: September 10, 2007