

Great Western Painting
Return to Work Policy and Procedures
Restricted Work – Light Duty Work

In the event of an occupational injury or illness, the first priority is to ensure our employees are presented to a healthcare provider in a timely manner so that the healing process may begin.

If the healing process of the employee who has suffered an occupational injury or illness is such that he/she is not capable of performing his/her regularly assigned duties, but may perform restricted or light duty work, every effort will be made to allow this to take place.

Specific procedures:

The physician or healthcare facility case manager will be provided a detailed description of the employees assigned duties including the physical demands of the job as well as the environmental conditions such as heat, cold, atmospheres that require respirator wear, etc., so that the physician or case manager may make reasonable recommendations as to what duties the employee may or may not perform consistent with his/hers medical condition.

Technically, an employee's assigned duties (which will be provided to the physician or case manager) are defined as, "the duties he or she would have performed at least once per week before the injury or illness."

If work is available that meets the criteria of the physician or case manager, the employee will be permitted to perform that work.

If the physician or case manager approves restricted work and no such work is available, no work will be provided.

Our policy is consistent with Part 1904, *Recording and Reporting Occupational Injuries and Illnesses*.

The downside to this policy is that the employee may not be able to return to work sooner. The upside to this policy is that if an employee does return to work, he/she will know that his/her services are required.

It should be noted that if the work restriction is limited to the day of the injury or illness, and none of the other recording criteria are met, the case is not recordable on the OSHA 300 Log. The time away from work starts the day after the injury or illness.

In all cases, an employee returning to work after an occupational injury or illness must have a medical release from a licensed health care

professional or health care facility case manager indicating that the employee may:

Resume normal work with no restrictions

Resume work with listed restrictions

In the event of a non-occupational injury or illness, essentially the same procedures apply.

The employee should tell his physician or healthcare professional the type of work he/she performs so a judgment can be made as to the advisability of returning to work.

In all cases, an employee returning to work after a non-occupational injury or illness must have a note from his physician or licensed health care professional indicating that the employee may:

Resume normal work with no restrictions

Resume work with listed restrictions

If the physician or licensed health care professional approves restricted work and no such work is available, no work will be provided.

Patrick Evje
Safety Director