

TEMPORARY MODIFIED/LIGHT DUTY ASSIGNMENT

The Governing Board acknowledges the high cost of worker's compensation insurance, and strives to reduce this cost by all reasonable means. An essential feature of a cost containment effort includes the availability of temporary modified duty positions which enable employees injured on the job to return to work as soon as medically authorized. Therefore, the Board hereby establishes temporary modified duty positions in furtherance of the following objectives:

1. To return employees who are injured on the job to work as soon as medically authorized without the danger of re-injury.
2. To make the maximum use of our human resources.
3. To provide an opportunity of productive work for an injured employee while simultaneously accomplishing job duties for the district.
4. To reduce the number of lost work days and unnecessary temporary total disability payments.
5. To reduce the need for and cost of rehabilitation consultants.
6. To reduce the frequency and expense of litigated claims.
7. To facilitate communication with injured employees and to dispel any perception of unconcern on behalf of the district.
8. To reduce the total time off work in an unproductive status which contributes to general depression.
9. To reinstate self-confidence and dignity through an early return to work and to allow the employee to progress to a full duty status.
10. To assist injured employees in the preservation of their overall financial security and accrued leave benefits.

Legal Reference:

LABOR CODE SECTION 4600

Medical treatment provided by employer; expenses included