

## Workers Compensation | Work Restrictions and Accommodations

After a workplace injury, employees may be given work restrictions by the treating physician. This leaflet is intended to serve as a reference for workplace restrictions and accommodations for injured employees under your supervision.



### Work Status Reports

After every workers' compensation appointment, the injured employee should be provided a work status report. These reports list the employee's work restrictions, which may change after each appointment. It is important that the employee immediately provide a work status report to Human Resources and/or the Supervisor so that a determination can be made regarding workplace accommodations. Even if the employee does not have work restrictions, they should continue their follow-up appointments, as scheduled by their provider, until they are discharged from care.

In all cases, a work status report is required after every visit to ensure compliance with the provider's treatment.

### Accommodating Work Restrictions

If the treating physician reports that the employee can return to work with restrictions, any work the supervisor assigns must meet these restrictions. The supervisor may modify the position by adjusting certain tasks to help the employee complete their work or the district may offer alternative work.

As we accommodate restrictions, it is important to keep the process interactive. This means that the supervisor and the employee should regularly meet to ensure that the accommodations are effective. If the employee feels that they are unable to do their job, even with accommodations, they should revisit the clinic to discuss their current restrictions with their doctor.

Alternatively, the supervisor and/or the district may not be able to accommodate the restrictions and the employee will be placed off-work as a form of temporary accommodation.

### Definitions

- Work Status Report – a medical report generated by the treating physician that indicates the employee's work restrictions/limitations, if any.
- Work Restrictions – clear and specific limits, if any, on the job tasks while the employee is recovering. Work restrictions are intended to protect the employee from further injury. Example: *Limited lift, push, pull up to 10 pounds; no squatting, no kneeling.*
- Interactive Process – an informal practice in which the employee and the employer collaborate on workplace accommodations.
- Regular Work – This is the usual job or position at the time of injury.
- Modified Work – This is the usual job or position at the time of injury with changes that meet the medical provider's work restrictions.
- Alternative Work – This is work that is different from the usual job or position at the time of injury and meets the medical provider's work restrictions.