

Workers' Compensation Insurance
(Early Return to Work)

In an effort to minimize serious disability due to on-the-job injuries or work related illnesses and reduce workers' compensation costs, the Medford School District has developed an early-return-to-work program. The program will consist of a team effort made by supervisors, the insurance carrier, the treating physician, the district, and the worker. All team members will be asked to take an active role in returning the injured or ill worker to a productive status.

Supervisors will assist by directing the worker to appropriate medical care and assisting in proper reporting of the injury or illness, and maintaining a positive and constant flow of communication with the injured or ill worker. They will also assist in arranging light-duty work, when possible, to reduce lost time. The worker will attend appointments with doctors and others assigned to help with their return to full-time work and satisfactorily participate in physical therapy or work hardening programs designed to return them to full-time work.

The personnel department will work with the insurance carrier to ensure timely payments and assessment of worker's return to work. Together they will actively encourage the treating physician to release the injured or ill worker to return to work as soon as possible.

By this joint effort, Medford School District 549C will help the injured or ill worker to recover at a more rapid rate, gain more production for wages paid, and cut workers' compensation costs. This regulation applies to all employees after a compensable disabling injury or work related illness occurs.