



FISHER | TITUS
HEALTH

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Owner Gilbert King: Dir,
HR Systems &
Opns
Area Human Resources

HR Work Related Injuries Return to Work, 02 872001 0072

Purpose:

It is the objective of Fisher-Titus to promote and safeguard the health of all employees by maintaining a safe and healthy work environment, communicating frequently with injured employees, promptly expediting work injury management, and assisting employees to return to work in a full or modified capacity as soon as possible.

Policy:

In the event of an employee injury, accident, or exposure related to work:

- A. The employee is responsible to notify his/her Leader immediately following the injury.
- B. The employee is responsible to complete the RL Injury and Illness Report immediately following the injury.
- C. After assessing the details of the injury, accident, or exposure, the supervisor, and Human Resources will assist the employee in determining the appropriate course of action. Injuries that appear to be very minor or inconsequential can be monitored for possible problems.
- D. In case of exposures, refer to "Employee exposure to blood or body fluids" 05 8040001 0053.
- E. In the case of HIV exposure, employee must report to the Emergency Department and must receive evaluation and treatment within two hours.
- F. For a new emerging disease, Fisher-Titus will use the most current CDC/ODH guidance for worker restrictions and return to work guidelines.
- G. In the case of an injury, if the supervisor and employee determine that the injury should be assessed or treated immediately, the employee should report to the Emergency Department, where they will treat accordingly, otherwise call Occupational Health and be seen within three

days of the work-related injury.

- H. Employees involved in a work-related accident may be subject to post-accident drug/alcohol testing as defined by the Drug Free Workplace policy.
- I. Fisher-Titus is responsible to maintain the OSHA log.
- J. Fisher-Titus makes every attempt to accommodate limited duty restrictions. In the event that an employee has limited work duty restrictions as a result of a work-related injury, the employee is responsible to present the physician order for limited duty restrictions to Employee Health. The employee's department is responsible to assess the limited duty restriction to determine the ability to accommodate the request. If the department is unable to accommodate the request, the leader is responsible to work together with Employee Health and/or Human Resources to identify if other appropriate positions available to accommodate the restrictions.
- K. Frequent communication (at least every two weeks) between the employee, Employee Health or Human Resources staff and the manager/department director are imperative to the success of the limited duty accommodation.
- L. The employee is responsible to attend medical follow-up appointments and provide timely, regular written updates from the provider to maintain limited work status.
- M. The employee may return to full duty with a written work release from the physician.
- N. If the employee is unable to return to work, they will be placed on a workers compensation leave of absence. The employee may return to duty with a written return to work authorization from the physician of record.

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Approval Signatures

Step Description	Approver	Date
Final Approver	Miriam Batke: Chief HR Officer	03/2023
Approver	Leslie Opper: VP, Talent Management	03/2023
	Gilbert King: Dir, HR Systems & Opns	03/2023