

\*\*\*\*\* SAMPLE \*\*\*\*

## MODIFIED DUTY POLICY

It shall be the policy of \_\_\_\_\_ to take appropriate actions to bring employees back to work as soon as it is determined to be a medically sound decision. The program anticipates a job opportunity for employees while being rehabilitated to their normal jobs. The company believes that it is important to aid an employee's rehabilitation by providing opportunities for returning to work at the earliest time possible. All job opportunity decisions, under this program, will be made in consultation with the appropriate medical authority.

We will work to accommodate your restrictions and provide you with work within those restrictions while they are in effect. Please realize that appropriate modified duty may not be available in your regular job, department or regular working hours. The objective of our modified duty program is to match your restrictions with the most productive job available.

We will not ask you to do any work outside of your medically imposed restrictions. We expect that you will not attempt any work that exceeds those restrictions. Doing so may result in disciplinary action.

When we find appropriate work for you within the medically prescribed restrictions, we expect you to cooperate with the transition back to work. This is your responsibility under workers compensation and failure to cooperate may jeopardize your worker's compensation benefits.

Remember: Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information or conceals for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.

