

RETURN TO WORK PROCEDURE STATEMENT

It is the Administrative procedure of the Southwestern Oregon Community College District to manage employee injury claims and to return injured workers to appropriate employment through the Early Return to Work Program.

The purpose of managing employee injury claims and the Early Return to Work Program is:

- To minimize serious disability
- To return injured workers to productive employment at the earliest date possible after an injury
- To reduce workers' compensation costs

Application of the policy and procedure will include the participation of management, the injured worker, physician, supervisor, and the insurance carrier.

The College will develop procedures that will include the participation of management, the injured worker and his/her physician, the supervisor and the insurance carrier to manage claims, return workers to appropriate employment, and to provide the workers' compensation insurance carrier with all information pursuant to law.

OAR 436-110

Adopted by Board of Education:

Procedure #4.001 November 15, 1993

Changed to Administrative Procedure January 22, 1996