

University of West Florida Workers' Compensation Return to Work Program

- Physician releases employee to regular duty
 - Workers' Compensation Coordinator (WCC) notifies immediate supervisor and appropriate next levels of supervision.
 - Employee is returned to full duty with instructions not to work beyond work restrictions.

- Physician releases employee to temporary alternate duty
 - Workers' Compensation Coordinator notifies immediate supervisor and appropriate next levels of supervision and asks whether the work restrictions can be accommodated.
 - If immediate supervisor can accommodate temporary alternate duty, employee returns to alternate duty work. Issue is addressed again at employee's next visit with WC physician.
 - If immediate supervisor cannot accommodate temporary alternate duty, dialogue is held to determine ways that employee's work restrictions could be accommodated. WCC stresses the importance of accommodating temporary alternate duty when possible.
 - If temporary alternate duty cannot be accommodated, employee does not return to work, and Risk Management is notified. Issue is addressed again at employee's next visit with WC physician.

- Physician does not allow employee to return to work
 - WCC notifies immediate supervisor and appropriate next levels of supervision.
 - Employee does not return to work. Issue is addressed again at employee's next visit with WC physician.