

STARLAND COUNTY POLICY MANUAL

FUNCTION: Personnel (All Departments)
FUNCTION NUMBER: 130
POLICY: Modified Work Policy
POLICY NUMBER: 130-22
DATE: August 24, 2010

Purpose: To develop a consistent modified work program to assist our employees with any injury rehabilitation and to facilitate their early return to work while recognizing work related illnesses or injuries.

1.0 Policy Statement

- a) Starland County will make every reasonable effort to provide suitable (temporary) modified employment to any employee unable to perform their regular duties. This may include a modification of the employee's original position, providing alternate duties, providing transitional work, or providing a training opportunity.
- b) Only suitable work that is in accordance with the WCB Temporary Modified Work Programs policy shall be considered for use in the Modified work Program.
- c) Participants placed on modified work will be expected to provide feedback in order to improve the program.
- d) All employees will be considered for placement in the Modified Work Program, whether the injury or illness is work related or non work related.

2.0 Review of Policy:

The Starland County Safety Committee will review the Policy every two years to ensure that the modified work program is effective in meeting the purpose of the policy.

3.0 Effective Date:

This policy was approved by Council this 24th day of August, 2010.

Policy Amendments: