

Workers' Compensation Medical Care

Attachment to a [DDD Memorandum](#) from:
University Personnel Services, Administrative Affairs; 12/13/1996
Jack Heidler, Director

Workers' Compensation Modified Duty Program

The University of Florida provides workers' compensation coverage to all its employees in accordance with state statutes. This coverage includes payment for medical care and compensation for lost wages. The university's modified duty program is designed to meet the legislative intent of the 1993 revisions to state of Florida Workers' Compensation Law. The revised law strongly encourages employers to return injured workers, who have been released to perform work with limitations, back to the workplace. This law provides the employee with the opportunity to continue to be a productive worker, to maintain a sense of value to the university, and to suffer a minimum loss of income. At the same time, the university benefits from the continued productivity of the employee and the limitations of salary indemnification exposure.

The modified duty program at UF begins when the authorized care provider releases the injured employee to return to modified duty work. **The primary responsibility for identifying and assigning these modified duties will rest with the department chair or director of the injured employee's department**, although identification of the modified duties should be based on input received from a university-authorized care provider.

The University of Florida's modified duty program will operate with the limitations and obligations of the injured employee as follows:

The program provides modified duty work to injured employees for a period up to 90 days. If at the end of the 90-day period the employee is not able to assume regular duties without restrictions, the Director of Personnel Services may grant an extension of the modified duty work. This extension will be based on analysis and advice provided by the injured employee's authorized care provider.

The program requires that the injured employee be evaluated every 30 days by the authorized care provider to determine ability to assume worker's regular duties without restrictions.

The program requires the participation of all injured employees who are released to perform modified duty work by the authorized care provider. If an injured employee refuses to participate in the program, workers' compensation benefits may cease, and the employee may be subject to progressive discipline that may include termination.

All modified duty jobs are of a temporary nature and are not to be considered a permanent accommodation to a work-related injury or illness. When an employee has reached maximum medical improvement as determined by an authorized care provider, an assessment will be made regarding the employee's ability to perform regular job duties or the duties of a different job with or without a reasonable accommodation. The UF Workers' Compensation Office, University Personnel Services, is available to assist you with questions or concerns.

Please call our office at (352)392-4940, SC 622-4940, TDD 392-7734.

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