

Return-to-Work Policy

Promoting Safe, Timely Recovery for Injured Employees

Purpose:

[Organization Name] is committed to protecting the health, safety, and well-being of all employees. Our Return-to-Work (RTW) policy is designed to support construction workers returning after an injury or illness, by facilitating a safe and gradual reintegration into job duties that align with medical recommendations and our industry's safety standards.

Program Goals:

- Assist employees in returning to productive work as soon as medically appropriate.
- Minimize the physical, emotional, and financial impact of workplace injuries.
- Promote a culture of safety, care, and continuous improvement on job sites.
- Lower claim duration and costs through proactive injury management.

Policy Components:

1. Medical Clearance:

Employees must receive written clearance from a treating physician, outlining any work restrictions. CAMComp will only assign tasks that align with these restrictions.

2. Modified or Transitional Duties:

Temporary work assignments may include light-duty tasks such as equipment checks, tool inventory, jobsite safety audits, traffic control, or documentation assistance. Tasks will be reviewed and approved by the safety coordinator.

3. Site Safety Evaluation:

Before placement, the Safety Manager will inspect the jobsite to ensure compliance with OSHA standards and CAMComp safety protocols. All modified tasks must not increase the risk of re-injury.

4. Supervisor Monitoring:

Supervisors will conduct daily check-ins with the returning employee to monitor safety, progress, and job satisfaction.

5. Ongoing Review:

The RTW plan will be reviewed weekly with the employee, supervisor, and healthcare provider (if needed). Adjustments will be made as the employee recovers.

Employee Commitment:

Employees are expected to communicate openly, follow safety protocols, and engage with assigned duties responsibly.