

Town of Limerick

Return to Work Policy

If an employee suffers an on-the-job related injury or illness, the Select Board will require the employee to be examined within two (2) days of the incident by a licensed physician. The visit and subsequent treatment will be covered by the Town's Workmen's Compensation Policy.

In no instance shall an employee return to work, following a work related or illness, without the physician's written release and the Select Board's approval.

A physician's written release shall contain: The diagnosis and the extent of the work-related injury or illness, provide for any work restrictions that the employee must follow; state when the employee shall be able to work, and include all recommendations for the follow up.

The Town of Limerick is concerned about the health and wellbeing of its employees. We are committed to working with our employees and their health care providers to find work designed to assist injured workers in transitioning back to the workplace by performing meaningful work within their capabilities.

This policy recognizes the Family Medical Leave Act, the Town of Limerick Personnel Policy along with Standard Operating Procedures (SOPS) that the Department may have. This policy intended to work in conjunction with them.

Modified work is not intended to be used as a permanent reasonable accommodation under the Americans with Disabilities Act.

No temporary work assignment described or covered under this guideline is intended or offered as a permanent assignment.

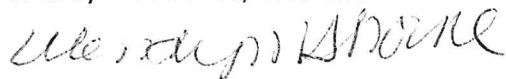
Adopted November 8,2021

Limerick Select Board



John Medici, Chair

Wendy M. Thorne, Vice Chair



Wade Andrews, Select Board



Dave Gibson, Select Board

