



Why Provide Light Duty? A light duty program is a “win-win” situation for the employee and company. A light duty program:

- Keeps the employee connected to coworkers and maintains the work routine.
- Maintains job quality and productivity when experienced employees stay on the job.
- Lessens the adverse financial impact to the employee with a focus on return to full duty.
- Reduces the impact on your company's Experience Modification Rating (EMR).



How to Ensure a Successful Return to Light Duty:

- Communicate your expectations to employees. Give them the opportunity to ask questions.
- Obtain specific restrictions as to the injured employee's limitations. Assign work appropriate to the restrictions.
- Monitor employees assigned light duty to prevent work performed beyond the restrictions.
- Meet with your injured employee at least weekly. Ask them:
 - What is their medical progress? Are there any new medical developments?
 - Has anything occurred that has worsened their condition(s)?
 - Are they experiencing any new condition(s) that may affect their work performance?
 - Have they experienced any problems in performing their light duty work?
- Ask the employee's foreman about on-the-job performance.

Clear communication leads to better outcomes for recovery.

See our additional resources:

Identifying a Designated Medical Provider
Establishing a Designated Provider Relationship
How to Get a Return-to-Work in 3 Days