What is the Modified Duty Program?

Modified Duty is a proactive approach to returning injured employees to a safe and productive work environment after they have suffered a work-related injury or illness. Although injured employees may be unable to perform their regular jobs, they can often do alternative productive work while recovering fully from injuries. A Modified Duty Program will provide temporary alternative work to employees who have suffered a work-related injury or illness that is consistent with the medical restrictions prescribed by their treating physician.

Why Have a Modified Duty Program?

The Modified Duty Program is designed to reduce the negative impact of job-related injuries and illnesses. Studies have shown that injured workers recover faster when they have the opportunity to participate in modified duty return-to-work. Studies also indicate such a program can have a positive impact on employee morale for both the injured worker and their co-workers and decrease employee turnover.

What Qualifies You for Modified Duty?

Employees with temporary physical limitations sustained as a result of an injury or illness on the job are eligible for modified work assignments. These assignments are always temporary. Employees with restrictions that would permanently prevent them from returning to their full-time jobs will not be provided modified work assignments.

When Are You Eligible for Modified Duty?

Employees with temporary partial disabilities recovering from an industrial injury, are eligible for modified duty assignments when they obtain written medical clearance from their treating physician who will specify what the employee’s work restrictions are.

How Does the Modified Duty Return to Work Program Work?

If the employee requires a temporary alternative or modified work assignment, the home department will assign work that is consistent with the temporary medical restrictions as outlined by the treating physician. Departments are required to provide temporary assignments when the restrictions are the result of a work-related injury. Departments must make best efforts to provide modified temporary assignments when restrictions result from non-work-related conditions.

Where Will You be Assigned to Modified Work?

Your supervisor will first try to modify your usual and customary job tasks so that you can continue to perform all or most of your regular job assignments. If your job cannot be modified sufficiently to be compatible with the restrictions, you may be assigned to a different job within your department. If no work can be found within your department, the supervisor will call the Workers’ Compensation Unit for assistance and placement in a job outside of the home department.

How Long May Modified Duty be Provided?

Temporary accommodation of medical restrictions will be provided until you are able to return to full duty or up to 60 calendar days, whichever comes first. Most injuries and illnesses resolve within this time frame, but your department has the option to extend the temporary accommodation if necessary. If the modified duty has more than three interruptions, the department does not have to continue modified duty any further.

What Are the Employee’s Responsibilities?

1. Perform your work safely, observing all restrictions.
2. Notify your supervisor if:
   - You experience difficulties performing your assignments.
   - You will miss time because of scheduled physical therapy and/or medical exams.
   - You are unable to report for your modified duty assignment.

Where Can I Learn More About Modified Duty?

Specifics about the Modified Duty Policy can be found in the UC Davis Policy and Procedure Manual Section 370-20 or online at www.hr.ucdavis.edu.
RESOURCES:

Workers’ Compensation
(530) 752-7243

Occupational Health Services
(530) 752-6051

Disability Management Services
(530) 752-6019

http://safetyservices.ucdavis.edu/
programs-and-services/risk-
management/copy_of_workers-
compensation/workers-compensation