



Light Duty

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Approved By: Keith Powell	Title: Chairman Standards Committee	Date: 07/01/2005
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1.0 Purpose

- 1.1. This SOG explains the process used for an injured employee to maintain a working status in a Light Duty capacity.

2.0 Scope

- 2.1. This SOG deals with both on the job and off the job injuries to Taylors Bridge Fire Department members where they are capable of providing a needed service to the department during their rehabilitation of an injury in a capacity that is not considered their normal duties.

3.0 Definition

3.1. Light Duty

- 3.1.1. Work responsibilities that are necessary for the benefit of the Fire Department, yet are non-strenuous and meet the intent of physician's orders when firefighters are allowed to return in a restricted fashion for a preset period of time. A physician's order is required prior to being removed from light duty and returning to work without restrictions.

3.2. On Duty Injury

- 3.2.1. Members are covered by the department's Workmen's Compensation plan against injuries and illnesses. The law provides for payment of medical expenses and, under certain circumstances, compensation for the loss of income.
 - To establish entitlement, ***it is mandatory that every job-related injury or illness, regardless of severity, be immediately reported to the Officer, and a written report (Firefighters Accident Report) be prepared and submitted to the Fire Chief and Safety Officer.*** If the injury or illness results in the member being placed off-duty, then the Workman's Compensation form will also be completed.

 <p>Taylors Bridge FIRE RESCUE Sampson County NORTH CAROLINA</p>	Taylors Bridge Fire Department, Inc. Standard Operating Guidelines	Procedure: SOG-315 Date: 01/01/05 Page: 3 of 3 Revision: A
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4.0 Returning to Work

4.1. Light Duty

4.1.1. Upon receipt of a recommendation of a physician, the firefighter may return to the station for light duty with the approval of the Fire Chief and Safety Officer if there is work he/she can perform in a light duty capacity.

4.1.2. If light duty extends beyond two weeks, a review of the situation with the firefighter, Fire Chief and Safety Officer may be required.

4.2. Full Duty

4.2.1. The firefighter must return immediately after the doctor's release of the member or be subject to disciplinary action, up to and including termination without a right of appeal.

5.0 Off Duty Injury

5.1. If a member is injured in a non-duty-related accident, the Fire Chief or Assistant Chief may place the employee on restricted (light) duty.

5.2. Place the member on light duty only if the duty is needed and warranted. This light duty position, if such exists, will need the approval of the Fire Chief and Safety Officer. The Taylors Bridge Fire Department does not have a policy that creates light duty positions. Careful examination of the member's restrictions is wise to make certain the member will not be performing duties that will cause further injury. The light duty positions duties may deviate from the member's regular position as dictated by the chain of command.

5.3. If light duty is not an option, place the member on a Leave of Absence if accrued training hours are available