



Temporary Restriction Placement

Absence Management has developed the Temporary Restriction Placement Program to provide opportunities for employees who are recovering from illnesses or injuries with restrictions to return to their work location, as soon as it is medically possible and safe.

This program offers temporary modified work assignments within the employee's physical capabilities, knowledge and skills. Employees in this program will work at their regular work location. Temporary work modifications will be developed jointly based on the medical release from the employee's Healthcare Provider, the employee's immediate supervisor and Absence Management.

Returning to work as soon as it is medically possible and safe reduces lost time from work, decreases disability experience for the injured or sick employee, improves employee morale, improves the sick employer-employee work experience, and reduces the employer-employee financial burden and liability. Employees in this program must follow the PGCPS Return to Work (RTW) policy.

To qualify, an employee must have short-term restriction that will end within 90 calendar days, and they must submit a **Certificate of Medical Release** that clearly documents limitations and restrictions to Absence Management ten (10) days prior to an approved leave ending. The goal of this program is to return employees to their prior injury/illness job location with full pay and benefits. Employees with permanent restrictions are not candidates for this program.

This program is not related or affiliated with Risk Management/Worker's Compensation Transition to Work (TTW) program.