**WORKERS’ COMPENSATION D085**

12/15/2006

**PURPOSE**

To provide Research employees with information regarding medical treatment and compensation for salary lost as a result of job-related injuries or illnesses.

**DEFINITIONS**

**Job-Related Injury or Illness**

Arising out of and in the course of employment. Compensation. Remuneration payable to Research employees or dependents as provided by the Workers’ Compensation and Occupational Disease Act of the State of Florida.

**POLICY**

All Research employees are protected by the provisions of the Workers’ Compensation and Occupational Disease Act of the State of Florida. The University’s insurance carrier pays for medical expenses and compensates the Research employee for salary lost according to the rates set by the State of Florida, if such expenses or lost salaries are the result of a job-related physical injury or illness.

Research employees engaged in maritime operations who are covered under other statutes for purposes of job-related physical injury or illness may not be eligible for benefits under the Florida Workers’ Compensation and Occupational Disease Act.

**PROCEDURE**

Any job-related injury or illness regardless of severity must be reported immediately by the affected employee, or any employee if the affected employee is unable to do so, to the supervisor and the Office of Risk Management. The supervisor or the affected employee must immediately arrange for medical treatment. All time lost due to a job-related injury or illness must be reported to the Department of Human Resources and Department of Risk Management. All claims under the Workers’ Compensation Act are processed through the appropriate Office of Risk Management. Claims are reviewed for approval by the University’s insurance carrier. The act provides that the employer and its insurance carrier has discretion to select the practitioner(s) and the place for providing medical treatment.

For non-emergency situations, the employee must obtain approval from the Office of Risk Management before being treated by any practitioner or health care facility (see Leaves of Absence Policy D050, section on Industrial Disability Leave).