

Injury with Pay (IWP) Guidelines

If you are injured while performing duties for Jefferson County, you may be entitled to Workers' Compensation and/or Injury with Pay (IWP).

Workers' Compensation and IWP will allow you to receive pay while you recover from an occupational injury/accident/illness.

Certain guidelines set forth in Personnel Board Rule 13.12 **must be followed** to be eligible for the IWP benefit:

- The injury/accident/illness must arise out of and in the course of employment.
- The injury/accident/illness must be reported immediately to your supervisor and Occupational Health Nurse.
- If the injury occurs after hours, on holidays or on weekends, report the injury immediately to your supervisor and notify the Occupational Health Nurse the next business day. The employee is responsible for notifying the Occupational Health Nurse, not the supervisor or another co-worker; unless the employee is incapacitated and can not verbally communicate.
- If the injury occurs after hours, weekends or holidays and you need medical attention, **call I AM HURT (426-4878)**. If the injury is life threatening, the nearest emergency room may be used. Brookwood Medical Center Emergency Room is the preferred emergency room.
- **Complete the employee incident report within 48 hours and forward the completed incident report to Occupational Health.** You will complete and sign part one and the supervisor will complete and sign part two.
- Additionally, if your injury involves an exposure to blood and body fluids, complete the Employee exposure to Blood and/or Body Fluids Report.
- You are required to have a urine drug screen performed. The urine drug screen will be done when you are treated by the authorized physician.
- Occupational Health will refer you to an **authorized physician/facility** specializing in occupational injuries/illnesses. **Your family physician is not an authorized treating physician.**
- Have a physician's statement indicating you are not able to work. **NOTE: You must notify Occupational Health if the physician takes you off work.**

It is your responsibility to stay in contact with your Supervisor and Occupational Health Nurse during your recovery to avoid any misunderstanding regarding your work status. Forward and/or bring any return to work status forms (approved authorized physician) to Occupational Health.

If you are eligible for the IWP benefit you will receive the difference between your regular rate of pay and the Workers' Compensation benefit. Under certain circumstances Workers' Compensation will pay limited benefit for a limited amount of time while you are off recovering from an occupational injury/accident/illness. The limited Workers' Compensation benefit is generally 2/3 (662/3%) of your

average weekly wage. IWP will cover the remainder of your compensation if you are eligible for such IWP benefit.

Upon returning to work, **you must complete an IWP application** to be eligible for the IWP benefit. In the event of a conflict between this document and Personnel Board Rule 13.12, the Personnel Board Rule will control.

The employee incident report and the IWP application are located on the County's intranet and can be accessed by clicking on the Human Resources icon. Once on the Human Resource page, click Occupational Health, this will give you access to the employee incident report and the IWP application.

Workers' Compensation Fraud

Workers' Compensation Fraud Bill, AL Act 1994-653, Code of Alabama, 1975, Section 13A-11-124: Making false statements to obtain workers' compensation benefits provides:

“Any person who makes or causes to be made any knowingly false or fraudulent material statement or material representation for the purpose of obtaining compensation, as defined in Section 25-5-1(1), as amended, for himself or herself or any other person is guilty of a Class C felony (punishable by a fine of up to \$5,000.00 and a jail term of one to ten years).”