

Policy Title: Management Policy Directive

Policy No: 1102.03

Worker's Compensation Insurance is required by law and is part of St. Maries Joint School District No. 41's insurance program cost.

The District's cost for Worker's Compensation Insurance can be drastically reduced by controlling the frequency of job-related injuries occurring in the District's operations.

Control of job-related injuries is important, not only from a financial position, but also from a humanitarian standpoint in preventing employee suffering and a loss of their earning capacity.

In an effort to control job-related injuries, the following procedures became effective on August 10, 1987:

1. Employees are required to report all injuries immediately to their supervisor. All injuries will be logged even though a physician's attention may not be deemed necessary. This is for the employee's protection; and
2. When appropriate, a medical release statement may be required before the employee returns to work.

The management of job-related injuries is in no way meant to curtail medical attention for bona fide job-incurred injuries, but rather to aid employees, protect their rights, and provide for timely payment of medical bills and/or compensation.

Supervisors, with the cooperation of all employees, shall be directly responsible to the District Office for the observance of all standard and safe operating procedures and work methods, maintaining safe working conditions, protecting the safety and welfare of fellow employees, investigating all accidents whether or not resulting in injuries, and correcting all unsafe conditions or personal acts.

This loss prevention program has the full support of the Board of Trustees. All employees are urged to fully cooperate, not only for the good of the District, but for their own welfare and protection.

Policy Cross Reference:

Legal Reference:

Policy History:

Adopted: 08/10/1987
Reviewed: 12/03/2008