

Deputy Sheriff's Return to Work Program

Your Plan for Success



Policy Statement

General Municipal Law (GML) §Section 207-c provides for the payment of full salary or wages and the cost of medical treatment and hospital care for an individual injured or taken ill as the result of the performance of an employee's job duties. Pursuant to GML § 207-c and the New York City Deputy Sheriffs Association contract, all Deputy Sheriffs and Supervising Deputy Sheriffs who are injured in the line of duty may be eligible to receive this benefit or may be assigned to light duty status.

Deputy Sheriffs Return to Work Program (RTW)

The Return to Work Program (RTW) allows Deputy Sheriffs, who were injured in the line of duty and are unable to perform their usual and customary job duties to return to work on light duty. This program allows a safe and healthy working environment established for Deputy Sheriffs who have sustained a workplace injury.

The RTW program provides opportunities for an employee who are injured on the job to return to work at full duty as soon as medically approved by a medical examiner. If a Deputy Sheriff is injured and eligible for the RTW program, they will be given a light duty assignment.

What are the benefits of a RTW program?

- Improve recovery time for a Deputy Sheriff to return to the workplace after an injury.
- Early outreach and assistance allows the injured employee to maintain a positive connection to the workplace.

What is the goal of the RTW program?

- Establish goals and timetables to help the injured Deputy Sheriff achieve the final goal of returning to pre-injury employment, with accommodation if there is temporary disability.
- Create a graduated work outline with appropriate time tables consistent with the treating physician assessment of the injured employee's capabilities. Assist injured employees to transition back to work activities.

Return to Work Plan – Roles & Responsibilities

Employer

- Provide a safe work environment.
- Educate all Deputy Sheriffs about the RTW program.
- Regular communication with the employee during their time away from work and monitor the employees progress when he/she returns to work.

Employee

- Know and follow safety procedures.
- Report any injury or illness immediately.
- Communicate with the return to work coordinator through your recovery period.
- Take an active role in developing your return to work plan.
- Obtain the necessary documentation from the health physician, as required by the Department of Finance. Report any concerns with your return to work coordinator so the problems can be addressed promptly.
- Complete and sign medical release forms and return it to the work coordinator.
- Cooperate with the return to work coordinator and communicate regularly.