

Regulation(s): | Pennsylvania Worker’s Compensation Act
L-Tag(s): | None

POLICY: Lifesong Hospice and Palliative Care strives to maintain an accident-free workplace. When on-the-job injuries or work-related illnesses occur, employees receive prompt and appropriate medical care.

PROCEDURE:

1. Employee must report all on-the-job injuries or work-related illnesses to their supervisor immediately. Any employee who does not immediately report a work-related injury/illness may jeopardize the workers' compensation benefits to which the employee may be entitled.
2. An incident report must be completed for all work-related injuries or illnesses and submitted to the employee’s supervisor as soon as practicable.
3. In accordance with Pennsylvania State laws, Lifesong Hospice and Palliative Care provides workers’ compensation for medical care in situations that require more than first aid treatment.
4. If a medical emergency occurs (i.e., severe bleeding, difficulty breathing, unconsciousness, seizure, convulsion), 911 should be called immediately and the hospice contacted as soon as possible.
5. In the case of a needlestick, the employee must proceed to a provider on the Workers Compensation Physician’s Panel. All medical treatment for work-related injuries/illnesses must be provided for the first 90 days by a panel physician to not jeopardize the employee’s workers’ compensation benefits.
6. The employee must follow the treatment plan prescribed by the physician or designee and notify the hospice immediately as to what that plan entails. The employee provides the hospice with copies of all written reports, signed by the physician (i.e., restrictions/limitations and release to return to work).
7. If the employee is out of work due to a work-related injury/illness, the employee must inform his/her supervisor of the progress of his/her medical treatment plan.
8. A medical caseworker may be assigned to the employee by the third-party administrator to assist with medical treatment, referrals and return-to-work plans.

Created:	Reviewed:	Revised:	Effective:
8/18	1/19		4/2019
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9. A referral to another specialist must be coordinated and authorized by the medical case worker or the insurance carrier assigned to oversee his/her medical treatment.
10. If the employee is restricted to modified duty to return to work, the employee must contact the hospice, in advance, to make appropriate arrangements. Hospice offers employees who have a modified duty work restriction a job that he/she can do within these restrictions if such work is available.
11. Any employee out of work due to a work-related injury/illness must present a signed release from the attending physician, stating any limitations or follow-up visits required, before the employee may return to any duty.

Pennsylvania Worker's Compensation Law:

View the Workers' Compensation Act in HTML, PDF, or Word format at the [Pennsylvania General Assembly's website](#).

Provisions of the act, rules and regulations, and statements of policy can be viewed at <http://www.pacode.com/>

A hard copy of this act is available for purchase from the Pennsylvania Book Store <http://www.shoppaheritage.com/collections/labor-and-industry>

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