1-01/050.00 Obligation to Accommodate I.O.D. Medical Appointments

Periodically, an employee will require medical treatment in conjunction with an on duty injury that involves a series of appointments over an extended period of time. The fact that the injury is job related obligates the Department to make reasonable allowances to accommodate these appointments to the extent that is necessary. Since the vast majority of Court Services personnel work during normal business hours, these appointments will generally be during duty hours. However, the employee receiving the medical treatment is required to work with his/her supervisor to make a reasonable effort to minimize the loss of time on the job.

These efforts may include, but are not necessarily limited to, an adjustment of working hours, a temporary reassignment to a facility more suitable to the treatment site and modifications to the treatment schedule with the concurrence of qualified medical personnel. If there is an opportunity to receive treatment during non-duty hours, the employee will not attend on duty.