**Transitional Duty**

* Provides employees with suitable work to facilitate recovery from an industrial injury
* Maintains job skills and reduces the impact of an industrial injury/illness
* Should be meaningful to both the employee and the employer
* Should be addressed with consistency and fairness
* Focus on what the employee can do rather than what the employee can’t do
* Keep the modified duties as close to the regular job duties as possible
* Look at what actual job duties are restricted
* Consider different equipment or work methods
* Is a change of building or location appropriate
* Look at transferrable skills/special projects
* Consider bringing the employee back part-time
* One size does not fit all
* A larger employer may have more opportunity to offer an employee transitional duty while a smaller employer may not
* Be sure to monitor compliance with the work restrictions in the transitional duty position
* Do not hesitate to have the employee return to the treating physician to address any difficulties the employee may have working within the restrictions provided
* Limit transitional duty to a maximum of 90 to 120 days as not to encourage permanent modification of the employee’s position