

**Partnership for Children of Cumberland County, Inc.**  
**Human Resources Policies and Procedures**

**Employment Information – Benefits**

**Section 424 – Return to Work after Serious Illness or Injury**

**1. Policies**

- a. As a joint protection to the employee and the Partnership for Children of Cumberland County, Inc. (PFC), employees who have been absent from work because of serious illness or injury are required to obtain a doctor's release specifically stating that the employee is capable of performing his/her normal duties or assignments or whether or not there are any limitations or restrictions.
  - 1) A serious illness or injury is defined as one that results in the employee being absent from work for more than three consecutive weeks, limits an employee's physical or mental ability to continue work as previously able, or one which may limit the employee's future performance of regular duties or assignments.
- b. If the cause of the serious illness or injury was job-related, PFC will make every reasonable effort to assign the employee to duties consistent with the instruction of the employee's doctor until the employee is fully recovered.
- c. A doctor's written release is required before recovery can be assumed.