

### WORKERS COMPENSATION

Residents/fellows employed by the CAHC receive a comprehensive workers' compensation program at no cost. A purple card will be provided to all residents with specific instructions on what to do if injured during the course of their employment. This card must be worn with the resident's/fellow's badge and shown upon seeking treatment at the facility in which the injury occurred. A resident/fellow should not provide his/her health insurance card or allow the treating facility to bill the resident/fellow personally. There are instructions for the providers/ facility on the purple card to direct each facility on billing procedures specific to their facility.

The program covers any work related injury or illness arising out of and in the course of employment that requires medical, surgical, or hospital treatment. No matter how minor an on-the-job injury may appear, it is important that a resident/fellow immediately report any on-the-job to his/her supervisor, as set forth below and a First Report of Injury must be completed. Failure to report an incident in a timely manner may result in denial of workers' compensation benefits or a delay. All absences due to an accepted workers' compensation claim count towards a Family and Medical Leave of Absence (FMLA) if the resident/fellow is eligible for FMLA (see Family and Medical Leave of Absence policy).

Neither the CAHC nor the insurance carrier will be liable for the payment of workers' compensation benefits for injuries that occur during a resident's/fellow's voluntary participation in any off-duty recreational, social, or athletic activity sponsored by the CAHC.

It is the resident's/fellow's responsibility to

- Notify his/her supervisor of an accident or injury occurring while on the job and help complete a First Report of Injury
- Keep his/her supervisor informed of his/her medical status related to any Workers' Compensation claim on an on-going basis
- Follow the authorized treating physician's treatment plan
- Keep medical appointments and avoid any activity which will further aggravate the injury or illness

Accident or Injury information

- During the day, the resident/fellow must go to the site's Employee Health Department.
- Off-hours the resident/fellow should go to the Emergency Department of the working site.
  - If at Connecticut Children's Medical Center (Connecticut Children's), go to Hartford Hospital's Employee Health Department. If after hours, go to Hartford Hospital's Emergency Department.
  - If at the Hospital of Central Connecticut (HOCC), go to the Nursing Supervisor.
- If you have a medical emergency and there is no emergency department at the site where you are injured, go to the nearest hospital's emergency department.
- The incident must be reported by the resident/fellow to the CAHC within 24 hours of the injury. If off-hours, a message with the date, time, place and nature of the injury as well as the resident's/fellow's contract number must be left.

The site where the injury/illness occurred will be responsible for completing a Work-Related Injury/Illness form and sending it to the CAHC as soon as possible. This site will also be responsible for

## Residents/Fellows Policies and Procedures Manual

maintaining medical records and tracking follow-up visits. If a resident/fellow wishes to go to any outside provider, the Employee Health Department will be able to provide you with a form to bring with you. This form will allow direct billing to CAHC for the services provided.

Taking any leave (especially when multiple leaves or absences occur in the same contract year) may negatively impact time necessary to complete the program requirements for graduation as well as for Board eligibility (see “*Contract Extension Due to Leave*” policy). Any workers’ compensation leave that goes beyond 12 weeks may result in the termination of the appointment with UConn SOM and the end of employment with CAHC. Residents/Fellows are responsible for understanding their Residency Review Committee/Program requirements for program completion as well as their Board requirements regarding Board eligibility, specifically as it relates to time away from their program.

Revised 6/16, 3/17, 5/17