



Workers' Compensation Transitional Duty Plan

This Transitional Duty Plan (TDP) is a temporary arrangement which may be revoked or altered by the University at any time. Transitional duty will be administered consistent with policies [HR0397: Worker's Compensation](#) and [HR0398: Transitional Duty/Return to Work Program](#).

Prior to completing this form, the supervisor should contact the Human Resources Officer, who will be responsible for having the Return to Work Coordinator assist the department in completing this form. Forms should be returned to the UT System Office of Risk Management for review prior to the injured worker starting the first shift with restrictions to remain policy compliant.

Employee Name (please print): _____

Personnel # _____

Employee Contact Information:

- Work phone: _____ Cell: _____
- Email: _____

Supervisor Name: _____ Dept.: _____

CATEGORY (choose one):

Work Injury/Occupational Illness _____

Non-Work Injury/Illness** _____ Pregnancy** _____

List specific instructions given by the authorized treating physician regarding any restrictions. If available also attach a copy of the restrictions.

CHOOSE ONE:

___ The current restrictions do not affect the employee’s ability to perform their regular job duties. Employee may return to work immediately.

___ Employee is able to perform the essential duties of their position with the following *temporary* modifications (be specific and attach additional documentation if needed):

___ Employee’s position cannot be modified to meet the treating physician’s restrictions. Alternate *temporary* work within the department will be provided as follows (Describe duties, hours, location, and length of time plan will be in effect):

___ The department does not believe transitional duty is available at this time. The Human Resources Officer and Chief Business Officer or designee must approve the decision, and the UT System Office of Risk Management must be notified. Department understands that a monetary penalty may be assessed by the State.

Effective start date of TDP:

____/____/____

Anticipated end date of TDP*:

____/____/____

* No longer than 90 calendar days

Employee understands that if the employee rejects a transitional duty assignment, the employee will be treated in accordance with the University’s leave policies and may be subject to termination upon exhaustion of approved leave. Rejection may also result in cancellation or reduction of lost time benefits.

Employee accepts ___ rejects ___ the terms of this TDP (check one).

Employee Signature

Date

Supervisor/Department Director Signature

Date

System Risk Management Representative Signature

Date

Submit completed TDP to System Office of Risk Management:
riskmanagement@tennessee.edu