Expert Advice on Worker's Compensation

Begin Transcript:

Adedayo: Welcome to Leading Edge Online. My name is Adedayo Adeniyi. I am the director for Leadership in Organization Development in the office of the Vice President for Human Resources. Joining me today is Sharon Williams. Sharon is a senior Employee Relations Specialist. Welcome, Sharon.

Sharon: Thanks, Adedayo.

Adedayo: Today's focus is the worker's comp policy. Sharon, can you share with us the principle purpose of this policy and why it was established?

Sharon: Purdue University wants to comply with Indiana state law and certainly, we don't want anyone to be injured at work. But should someone have a need for time off from work for a work-related injury, this policy covers that.

Adedayo: Sharon, what tips would you provide the supervisor to ensure compliance with this policy?

Sharon: I think the most important thing for the supervisor to remember is that they need to complete the First Report of Injury form as soon as the employee notifies them of an injury. I think it's also important that employees, if they have time away from work, complete the appropriate leave paperwork.
**Adedayo:** Sharon, what can a supervisor do to ensure that the appropriate paperwork is completed by the employee?

**Sharon:** The employee needs to be directed either to their business office or to human resources and we can help make sure they fill out the appropriate paperwork.

**Adedayo:** Sharon, what are the common errors that supervising employees make when implementing this policy?

**Sharon:** One of the most common errors is failing to report the injury. Sometimes people think that the injury is not going to be something that's ongoing or needing of additional care. And then a couple months down the road, it is. And so it's much more difficult to try and put the pieces back together if that's the case. So it's important to report it as soon as you know about it. It's also important to remember that worker's comp runs concurrently just like any of our other leaves with FMLA and sick leave and so there's other paperwork to complete in conjunction with worker's comp. It's important that you refer the employees to the business offices or human resources so we can help make sure all those paperwork are completed.

**Adedayo:** As we wrap things up, Sharon, are there any parting thoughts that you'd like to leave the supervisors with?

**Sharon:** I just think it's very important that they treat worker's comp seriously. It's federal and state law that we follow under our Purdue policy and so anytime anybody reports an injury, it's important that we go ahead and fill out the proper paperwork.
Adedayo: Sharon, as always we thank you so much for your expert advice.

Sharon: Thanks.