



Workers' Comp 101

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S.C. Association of Counties

- Trust composed of 42 of South Carolina's 46 counties
- The Association created five (5) Risk Standards which all members must adhere



SCAC Risk Standards

- First Report of Injury due within three (3) days to Ariel TPA
- Designation of a PCP (primary care physician) for treatment of all Workers' Comp injuries
- “Light Duty” program
- Accident investigations must be done
- Self-audits must be conducted



Procedures

- Use PDF version of “First Report Of Injury” form
- Include “Injury/Illness Investigation Report”
- Include “Refusal of Treatment” if appropriate
- Email to “Injury Reporting”
- Ensure injured employee provides copy of “Modified Duty Report” for each doctor visit to RM



First Report of Injury

- Save the PDF document to your desktop or computer
- Type in all required information
- Save the document as a PDF and rename it to “Employee Name”
- Email the First Report to “**Injury Reporting**” (in Outlook contacts)

Injury Scenario





Scenario

- Inmate workers had recently mopped the floor in POD-2 and placed “Wet Floor” signs in the hallway of the POD
- Detention Officer 1 was instructed by his supervisor to conduct “Head Count” in POD-2
- Inmate refused to return to their cell after a couple of requests to do so
- Detention Officer 1 attempted to forcibly return inmate back to his cell

Scenario (cont.)

- An altercation ensued between the Officer 1 & the inmate
- The altercation was picked up on the monitor by the an officer inside of the control room. The alarm for “Officer needs assistance” was sounded
- Officer 1 slipped during the altercation and fell down on his back at about the same time as two other officers arrived to assist with restraining the inmate



Scenario (cont.)

- Inmate was restrained and returned to his cell
- Officer 1 reported having a extreme back pain and asked to see the doctor
- One of the responding officers had a bruised right knuckle but did not want treatment





Release to Light Duty

- If your department cannot accommodate the restrictions set forth by the physician, you will be assigned to a position by the RM
- Temporary salary change



Temporarily Out of Work

- Repetitive pay by Ariel
- Use of “Sick Leave and/or Vacation Time”
- Indebtedness to Spartanburg County
- Release by physician
- Reaching MMI (maximum medical improvement)
- Workers’ Compensation Commission Informal Conference or Hearing



Drug Screens

- Employees involved in vehicle accidents or property damage claims are required to be drug screened just as a WC injury
- Employees involved should be **DRIVEN** to SROH
- Employees involved should **NOT** drive County vehicles until drug screen results are confirmed

Do you need an attorney?



Safety Glasses

- Palmetto Optical Laboratory
- Reasonable cost
- Spartanburg Vision locations
- Carolina Vision locations
- Wilkins Opticians
- Blue Choice vision benefit cannot be used
- Forms available from RM or Joy Rinehart

