

Nothing contained in this policy or in any other policy creates a contract right. Consistent with South Carolina law, all employees are employed "at will," which means that the employee has the right to terminate his or her employment at any time, with or without notice or cause, and that Palmetto Health retains the same right. Exceptions to the policy that all employees are employed "at will" may be made only by written agreement signed by the president and CEO of Palmetto Health.

Workers' Compensation

Human Resources
Policy No. #245

Effective: July 1, 2004
Revised: November 2011

Policy Statement: In accordance with State requirements, Palmetto Health provides Workers' Compensation coverage for employees who suffer work-related illnesses or injuries rising out of or in the course of employment. The Workers' Compensation program is managed by Employee Health.

Guidance:

1. An employee, volunteer or student of Palmetto Health Schools of Medical or Radiologic Technology, should immediately report all work-related events which cause or can cause injury or illness to his supervisor and go to Employee Health/Administrator on Duty as soon as possible for examination and preparation of an employee accident report. Employees may also report injuries, but NOT blood and body fluid exposures, via myPal.
2. Supervisors and department heads concerned are responsible for documenting all details giving to a work-related illness or injury on the Employee Accident Report form and returning it to Safety and Security.
3. Employee eligibility for compensation for time lost from work due to a work-related injury or illness is as follows:
 - 3.1. **7 Days or Less:** Ineligible for Workers' Compensation and must use PTO.
 - 3.1.1. If an employee later receives retroactive payment under Workers' Compensation, any amount received from Palmetto Health in excess of 100% of pay for workdays missed, must be reimbursed by payroll adjustment.
 - 3.2. **8 through 14 Days:** Employee is eligible for Workers' Compensation for days 8-14.
 - 3.3. **15 or More Days:** Employee becomes eligible for workers' compensation pay from day 1 and will receive retroactive payment for days 1-7.
 - 3.4. Employees may use benefit time (PTO and PIB) to supplement workers' compensation pay up to 100 percent of base pay up to normal scheduled hours.
4. Medical coverage for injuries to volunteers while volunteering is provided under the Volunteers' Medical Payments plan. Volunteer injuries are not covered under Workers' Compensation.

APPROVED: _____
Gwen Hill, Interim Vice President
Human Resources

APPROVED: _____
Charles D. Beaman, Jr., President and CEO
Palmetto Health

DATE: _____