

Section 5B: Risk Control Methods

Policy #2: Workers' Compensation Policy

Effective Date: August 11, 2017

Last Revision Date: August 4, 2017

I. Purpose

The purpose of this policy is to provide information to employees regarding workers' compensation benefits afforded by the North Carolina Workers' Compensation Act. Nothing contained in this policy grants additional benefits other than those afforded by the North Carolina Workers' Compensation Act.

II. Scope

All employees of the Town of Mooresville who are covered under this policy and defined as employees by the North Carolina Workers' Compensation Act. Volunteers are not covered under the Workers' Compensation Act, except as required by law.

III. Coordination with other agencies

A. North Carolina Industrial Commission:

This agency establishes the rules and regulations under which the Workers' Compensation Act is administered. Determination of liability and all bills for payments as a result of the injury or illness shall be processed according to these rules and regulations. In cases where the Town and the injured employee cannot agree on liability or compensation, the Commission holds hearings. Please refer to the Workers' Compensation Rules of The North Carolina Industrial Commission for additional information regarding this process.

B. North Carolina Occupational Safety & Health Administration (OSHA):

Workplace injuries and illnesses that may qualify under the Occupational Safety & Health Administration may or may not be qualified as workers' compensation injuries or illnesses. With the assistance of Risk Management and the reporting department, the accident status for OSHA recordkeeping purposes shall be determined.

C. Third-Party Workers' Compensation Administrator:

The Town has contracted a third-party administrator (TPA) to manage Workers' Compensation claims. The TPA is responsible for determinations of compensability, liability, authorization of treatment, bill processing, weekly compensation benefits, and filing any appropriate forms. Contact Risk Management with any questions regarding claims processing procedures.