

## Work Policy

### When can I go back to work?

You can discuss this with your doctor on your initial outpatient appointment. Your work status will depend on the nature of your work, your job requirements and any activity limitations that you have as a result of your injury and/or surgery.

- **Option 1: Return to work full duty.**

This means that you can go back to your regular job with no or minimal restrictions.

- **Option 2: Return to work, modified duty.**

This means that you can return to work, but that you may have some limitations (# of hours, no climbing, sit down work only, etc...). This is the most common post injury work modification.

- **Option 3: Completely off work.**

This means that no amount of work modifications would allow you to return to work. This is the least common post injury work modification.

### So, when can I go back to work?

Once you have an understanding of your activity limitations, you and your employer should work together to determine your work status. Your orthopedic surgeon will make specific recommendations with respect to limitations of specific activities (walking, climbing, lifting, driving, etc...) and then you and your employer should determine how this affects your ability to work.

### Can you fill out paperwork for my job?

Yes. Fill out your portions of the paperwork and bring them to the office.

### What should I do with all of my work and disability forms?

We will complete our portions of any insurance, disability or transportation forms for you. Please bring these forms to your surgeon's office with the patient sections completed. Expect a 1-2 week turnaround time on all paperwork.

### How long until I can go back to the gym or play sports again?

The answer to this question is almost the same as returning to work or school. You can discuss this question with your surgeon during your first office visit.

### What is MMI?

MMI stands for maximum medical improvement. This means that you have reached a treatment plateau or that we do not expect your condition to improve any further. It may mean that you have fully recovered from the injury or that your medical condition has stabilized to the point that no major medical or emotional change can be expected.

### Am I disabled?

There are physicians who specialize in disability ratings. Unfortunately, our practice does not provide this service. We do not assign degrees of permanent or partial impairment. We are happy to offer you with a referral to a physician who provides these services.