
 HAWAII HEALTH SYSTEMS CORPORATION <i>Quality Healthcare for All</i> POLICY	Department: Human Resources	Policy No. HR 0008A
		Supersedes Policy No.
Subject: PLACEMENT OF EMPLOYEES AFFECTED BY ENVIRONMENTAL RESTRICTIONS IN THE WORKPLACE	Approved By:  HHSC Board of Directors By: Donna McCleary, M.D. Its: Secretary/Treasurer	Approved Date: September 23, 2021 Last Reviewed: January 26, 2021

I. PURPOSE:

To assist employees in a non-worker's compensation situation who are unable to perform their regular duties in their assigned workplace as a result of an Environmental Restriction in the workplace.

II. DEFINITIONS:

“Advanced Practice Registered Nurse (APRN)” means a registered nurse who has met the qualifications for advanced practice registered nurse set forth in this chapter and through rules of the board, which shall include educational requirements as defined by section 457-2, Hawaii Revised Statutes (HRS).

“Appointing Authority” means the President & Chief Executive Officer (PCEO), or the Regional Chief Executive Officer (RCEO), or their respective designee.

“Environmental Restriction” means a restriction recommended or ordered by a Physician or APRN, the result of which precludes an employee from working in their original workplace. Environmental Restriction are non-physical in nature, and may include, but not be limited to, the inability to work in a particular department or facility with co-workers, supervisors or due to other factors.

“Physician” means a doctor of medicine, a dentist, a chiropractor, an osteopath, a naturopath, a psychologist, an optometrist, or a podiatrist, as defined by section 386-1, HRS.

III. POLICY:

HHSC shall assist employees in a non-worker's compensation situation who are unable to perform their regular duties in their assigned workplace, as a result of an Environmental Restriction, obtain placement in a suitable position or workplace or both. The policy applies to all regular civil service employees of HHSC including temporary employees who are employed in a civil service position for at least six (6) months but with limitations based on the expiration date of their appointments.

IV. AUTHORITY:

- Section 386-1, HRS
- Section 457-2, HRS

V. RELATED PROCEDURE(S):

HR 0008B

VI. REFERENCE(S):

None