PRINCETON UNIVERSITY

INSTRUCTIONS FOR SHORT TERM TEMPORARY DISABILITY

PATIENT INSTRUCTIONS:
STEP 1: APPLYING FOR TEMPORARY DISABILITY BENEFITS

1. Complete the Application for Temporary Disability Benefits, to be submitted with your first medical certificate only. Your signature is required at the bottom of this form.
2. Complete and sign the top portion of the Medical Certificate, and have your treating provider complete the remainder of the Medical Certificate and sign.
3. You or your provider may fax the completed forms to Occupational Health at (609) 258-0976. They may also be mailed to UHS Occupational Health, Princeton University, Washington Road, McCosh Health Center, Princeton, NJ 08544-1044.
4. Notify your supervisor of your absence due to a medical condition as soon as possible and keep them informed on a regular basis of your expected date of return to work. At no time should you feel required to discuss your medical condition with your supervisor or Human Resources.
5. Failure to provide medical information within 2 weeks of the initial date of absence may result in a delay in benefits and/or discipline up to and including termination.

This form is not used to report a work-related injury or illness. If you have been injured at work, please call Occupational Health at (609) 258-5035.

STEP 2: PROVIDING UPDATES WHILE OUT ON TEMPORARY DISABILITY

1. Once your disability is approved you will receive written notification from Human Resources, along with additional follow up medical certificate form to be used to provide updates from your health care provider every two weeks to four weeks.
2. It is your responsibility to make sure your health care provider completes the follow up medical certificate forms promptly and submit them to Occupational Health every two to four weeks. Failure to do so may result in a delay in your pay or termination of your temporary disability benefits.

STEP 3: RETURNING TO WORK FROM A TEMPORARY DISABILITY

1. You must be cleared by Occupational Health prior to returning to work. Please call Occupational Health at (609) 258-5035 to schedule a return to work appointment on or before your return date. Please advise Occupational Health of any work restrictions as soon as you become aware of this need.
2. Notify your supervisor of your anticipated return to work.

For more information on Princeton University’s Temporary Disability policy, please call Human Resources at (609) 258-3302 or visit https://hr.princeton.edu/myhr/policies/short-term-disability

HEALTH CARE PROVIDERS – PLEASE NOTE:
Under the New Jersey Temporary Disability Law (N.J.A.C 12:18 – 1.6), medical practitioners are prohibited from charging a fee for completing forms issued by the Division of Temporary Disability Insurance or any private insurance carrier requesting medical information associated with any initial or continued claim for benefits.
TO BE CONSIDERED FOR TEMPORARY DISABILITY BENEFITS, THIS APPLICATION AND THE MEDICAL CERTIFICATE MUST BE RETURNED TO OCCUPATIONAL HEALTH, PRINCETON UNIVERSITY, WASHINGTON ROAD, MCCOSH HEALTH CENTER, PRINCETON, NJ 08544-1004. PHONE (609) 258-5035, FAX (609) 258-0976.

NAME ______________________________________________ EMPLOYEE ID _______________________

STREET ADDRESS____________________________ CITY, STATE, ZIP________________________

HOME PHONE ( )______MOBILE PHONE ( )__________DEPT/SUPERVISOR ______________________

What was the date of the last day you worked before this present disability began? _______________________________

Did you work a full day?  ☐ Yes  ☐ No  If no, explain _________________________________________________

What was the date of the first day you were unable to work because of this disability? _______________________________

(even if this is a Saturday, Sunday, holiday or regular day off)

If now recovered, what was the date of the first day on which you were able to resume work? _________________________

Were you injured at work?    ☐ Yes    ☐ No   If yes, explain _____________________________________

Have you filed, or do you intend to file a Workers’ Compensation claim? ☐ Yes  ☐ No  Date of Injury _______________

Please provide the following information regarding the health care provider who is treating you for this disability:

Name of Physician ___________________Phone number _____________________Fax number_____________________

Address of Physician _________________________________________________________________________________

Date you were first treated by this physician for this condition __________________________________________________

SECOND EMPLOYER / SELF EMPLOYMENT INFORMATION

Are you or were you working at any other job during the period in which you are applying for disability benefits? ☐ Yes  ☐ No

Are you receiving or have you received wages, salary, or vacation pay from another employer during the period for which you are applying for disability benefits? ☐ Yes  ☐ No

Are you receiving or claiming disability benefits under another employer? ☐ Yes  ☐ No

Please list any employers other than Princeton University for which you are currently working or have worked during the past twelve months, including part time or temporary employment.

Name of other Employer ____________________________________________________________________________________

Street Address ____________________________________________ City, State, Zip ___________________________________

Worked from ___________________ to ________________________ Phone __________________________________________

date                                          date

Certification and Signature:

I was unable to work during the period for which benefits are claimed and hereby certify that all the statements made by me on this form are true. I know that the law provides penalties for false statements made to obtain benefits. I authorize and request that information regarding my medical condition and impairments that are relevant to my ability to perform my job may be furnished to Princeton University Occupational Health. I give permission for a health care professional from Princeton University to contact and speak with my healthcare provider to discuss my medical condition, treatment, and/or ability to perform my job, and hereby give my permission for release of any medical information required by Princeton University for the processing of my temporary disability benefits. I understand that all information furnished will be treated in confidence by Princeton University and will not be released unless required by law.

SIGNATURE: ___________________________________________ DATE: ________________________________
CONFIDENTIAL
PRINCETON UNIVERSITY
MEDICAL CERTIFICATE

Return completed form via fax or mail to:
Occupational Health, Princeton University, McCosh Health Center
Washington Road, Princeton NJ 08544-1044
Phone: 609-258-5035 Fax: 609-258-0976

TO BE COMPLETED BY THE EMPLOYEE:

NAME: _____________________________ HOME PHONE: _______________ MOBILE PHONE: _______________

HOME ADDRESS: ____________________________ Street ____________________________ City ____________________________ State ____________________________ Zip _______________

Employee ID: ____________________________ DEPARTMENT: ____________________________ SUPERVISOR: ____________________________

I hereby give my permission for release of any medical information required by Princeton University and their agents for the processing of my temporary disability benefits.

SIGNATURE: ____________________________ DATE: ____________________________

TO BE COMPLETED BY THE HEALTH CARE PROVIDER:

Patient’s condition is the result of: [ ] Illness  [ ] Injury  [ ] Pregnancy  [ ] Mental/Nervous Condition
If pregnancy, what is the expected date of delivery: Month ______ Day ______ Year ______
Is condition due to an illness or injury that is work related? [ ] Yes [ ] No

FIRST DATE PATIENT UNABLE TO WORK: ____________________________

DIAGNOSIS (including any complications):

Primary Diagnosis __________________________________ Secondary Diagnosis(es) __________________________________
Subjective Symptoms __________________________________
Physical Findings __________________________________
Test ____________________________ Date ____________________________ Results ____________________________
Remarks __________________________________

TREATMENT

Date of onset of this condition ____________________________ How often is patient seen/treated? ____________________________ Date of next visit ____________________________

Has patient been referred to any other physician? [ ] No [ ] Yes If yes, name: ____________________________ Specialty: ____________________________

Nature of treatment for this condition (including surgery/medications) __________________________________

Was patient hospitalized for this condition? [ ] Yes [ ] No If yes, date admitted ____________________________ Date discharged ____________________________

Was surgery performed? [ ] Yes [ ] No If yes, Date ____________________________ Type of Surgery/ Procedure ____________________________

Progress (please check one) [ ] Recovered [ ] Improved [ ] Unchanged [ ] Retrogressed

IMPAIRMENT

What is the psychiatric impairment (if applicable)?

[ ] Inadequate information to make an assessment.
[ ] Essentially good functioning in all areas. Occupationally and socially effective.
[ ] Slight difficulty in occupational functioning, but generally functioning well. Has some meaningful interpersonal relationships.
[ ] Moderate impairment in occupational functioning. Limited in performing some occupational duties.
[ ] Major impairment in several areas—work, family relations. Avoidant behavior, neglects family, is unable to work.
[ ] Inability to function in most areas.
[ ] Inability to function in all areas.

What are the patient's current physical limitations? (Princeton University makes every effort to offer light duty when possible)

[ ] No limitation of functional capacity, no restrictions
[ ] No bending to floor level
[ ] No twisting to transfer object
[ ] No squatting below chair level
[ ] No climbing ladder/catwalk
[ ] No climbing more than one flight of stairs
[ ] No reaching arm R  L above shoulder
[ ] No Lifting > 20 lb, 30 lb, 50 lb, 75 lb, 100 lb
[ ] No Carrying > 20 lb, 30 lb, 50 lb, 75 lb, 100 lb
[ ] No use of R  L Hand
[ ] No keyboard/mouse use

May stand/walk: ____________________________ May sit: ____________________________

May 1-4 hours/day  1-4 hours/day  4-6 hours/day  4-6 hours/day

If physical or psychiatric limitations exist, how long do you feel limitations will last?

DATE ABLE TO RETURN TO WORK WITH RESTRICTIONS:

ANTICIPATED RETURN TO FULL DUTY WORK DATE:

I hereby certify that the above statements, in my opinion, truly describe the claimant's disability and the estimated duration thereof. Upon request, I will provide or be willing to discuss additional medical information required by Princeton University for the processing of the above employee's temporary disability benefits.

PHYSICIAN’S NAME ____________________________ PHYSICIAN’S SIGNATURE (Required) ____________________________

ADDRESS AND PHONE ____________________________