



**STATE OF NORTH CAROLINA
OFFICE OF STATE HUMAN RESOURCES**

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**OSHR
Workers' Compensation Supplemental Leave Schedule
Effective January 1, 2026**

State employees receiving temporary total disability compensation due to a work-related injury may supplement this benefit pursuant to the OSHR Workers' Compensation policy. After the employee is placed on workers' compensation leave, the weekly benefit may be supplemented by the use of partial sick or vacation/bonus leave, earned prior to the injury, in accordance with a schedule published annually by the Office of State Human Resources. This will provide the injured employee an income approximately equal to pre-injury take-home or net pay. For partial weeks of temporary total disability compensation, the daily rate for supplemental hours is determined by dividing the hours allowed per week by five. Supplemental leave is not available for persons receiving Temporary Partial Disability (TPD) compensation.

The maximum weekly compensation rate effective January 1, 2026, is \$1,446.00. This new maximum amount is not applicable to injuries that occurred before January 1, 2026. For a list of maximum weekly compensation rates from 1982-2026, please visit:
<https://www.ic.nc.gov/ncic/pages/maxrates.html>

Here is the OSHR Workers' Compensation Leave Schedule for 2026:

Annual Salary	Maximum Number of Sick/Vacation/Bonus Leave Hours Per Week
\$23,332-\$65,999	2 hours
\$66,000-\$70,999	3 hours
\$71,000-\$73,999	4 hours
\$74,000-\$75,999	5 hours
\$76,000-\$80,999	6 hours
\$81,000-\$83,999	7 hours
\$84,000-\$87,999	8 hours
\$88,000-\$92,999	9 hours
\$93,000-\$97,999	10 hours
\$98,000-\$103,999	11 hours
\$104,000-\$109,999	12 hours

\$110,000-\$116,999	13 hours
\$117,000-\$124,999	14 hours
\$125,000-\$133,999	15 hours
\$134,000-\$144,999	16 hours
\$145,000-\$157,999	17 hours
\$158,000-\$172,999	18 hours
\$173,000-\$190,999	19 hours
\$191,000-\$213,999	20 hours
\$214,000-\$242,999	21 hours
\$243,000-\$280,999	22 hours
\$281,000 and above	23 hours