

TENNESSEE COURT OF WORKERS' COMPENSATION CLAIMS

King v. Rentokil North America, Inc.

King, 2026 TN WC 53 (Tennessee Court of Workers' Compensation Claims 2026) · No. 2024-20-8017 ·
Decided April 30, 2026

SUMMARY

The Tennessee Court of Workers’ Compensation Claims denied Spencer King’s request for temporary partial disability benefits. The court concluded that his inability to accept light-duty work resulted from his relocation to North Carolina for personal reasons rather than his medical restrictions, while ordering the employer to continue providing reasonable and necessary medical treatment for the work injury.

CASE DETAILS

COURT	Tennessee Court of Workers' Compensation Claims
WRITING FOR THE COURT	Brian K. Addington
JURISDICTION	Tennessee Court of Workers’ Compensation Claims
DECIDED	April 30, 2026
DOCKET	2024-20-8017
DISPOSITION	other
PROCEDURAL POSTURE	Employee sought an expedited hearing order awarding temporary partial disability benefits following a work-related leg injury. The employer opposed the request, arguing that it had paid all benefits due and could accommodate the employee's restrictions with light-duty work.
STANDARD OF REVIEW	Whether the employee showed that he was likely to prevail on his request for temporary partial disability benefits at a hearing on the merits under Tenn. Code Ann. § 50-6-239(c)(6) (2025).
PRECEDENTIAL VALUE	Published expedited hearing order; precedential effect not expressly stated in the opinion.
PARTIES	Spencer King v. Rentokil North America, Inc., Arch Indemnity Insurance Co.

TOPICS

workers compensation

employment law

PRACTICE AREAS

workers compensation

employment law

QUESTIONS PRESENTED

1. Whether King was likely to prevail on a claim for temporary partial disability benefits for the period from December 17, 2025, through February 27, 2026.
2. Whether King's refusal to return to Rentokil's Tennessee light-duty position and move to North Carolina for personal reasons precluded a finding that he was entitled to temporary partial disability benefits.

HOLDINGS

1. King failed to show that he was likely to prevail at a hearing on the merits because his ultimate reason for not accepting available light-duty work was that he no longer lived in Tennessee for personal reasons, rather than his medical restrictions.
2. Rentokil must continue to furnish reasonable and necessary medical treatment causally related to King's work injury under Tennessee Code Annotated section 50-6-204(a)(1)(A).

KEY QUOTATIONS

“Ultimately his reason for not accepting work was that he no longer lived in Tennessee—a personal reason—not his restrictions.” (2)

FACTUAL BACKGROUND

Spencer King injured his leg while working for Rentokil on April 5, 2023, underwent surgery, and received temporary total disability benefits while taken off work. After being released to light-duty work with restrictions, Rentokil offered him a light-duty position, but he declined it because he believed it violated his restrictions and later moved from Tennessee to North Carolina for economic and family reasons. After a second surgery and the end of long-term disability payments, King sought temporary partial disability benefits for the period before he found work in North Carolina.

PROCEDURAL HISTORY

After expedited hearings on April 14 and April 28, 2026, the Tennessee Court of Workers' Compensation Claims denied the employee's request for temporary disability benefits. The court ordered the employer to continue furnishing reasonable and necessary medical treatment related to the work injury and set a status hearing.

DISPOSITION

other

CASES CITED

- McCord v. Advantage Human Resourcing, 2015 TN Wrk. Comp. App. Bd.
- Frye v. Vincent Printing Co., 2016 TN Wrk. Comp. App. Bd. LEXIS 34, at *15-16 (Aug. 2, 2016)
- Smith v. TrustPoint Hosp., LLC, 2021 TN Wrk. Comp. App. Bd. LEXIS 1, at *24 (Jan. 6, 2021)

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