

Fitness for Duty Evaluation

When an employee is off work due to a medical condition, concerns often arise about the person's ability to perform all job duties completely and safely once he or she is released for work. This is where a HealthForce Fitness for Duty Evaluation can help.

For a wide range of medical conditions — such as on-the-job injury, stroke, multiple sclerosis, head injury, and emotional or psychological issues — HealthForce specialists assess the injured or ill employee to determine the most appropriate course of action before he or she returns to work.

Features

- » A **current job analysis** that specifically addresses the condition(s) in question and the impact on return-to-work options (may include a detailed functional job analysis, as well as psychological, neurological, hand, or chemical exposure addenda)
- » An approach that directly links the employee's current **physical, psychological and cognitive conditions** to the specifics of the job analysis
- » Complete support from a highly skilled and experienced **vocational counselor**, who coordinates all medical data and clarifies issues from all perspectives — employer, employee and physician
- » A **final, written report**, prepared by our vocational counselor, incorporating all pertinent details and specifically addressing all aspects of the employee's condition and return-to-work status

When our vocational counselor determines that the employee can return to work, the report provides detailed documentation to support this conclusion. If the employee cannot return to work, the report specifically describes how the person's medical or psychological conditions affect his or her ability to perform the essential functions of the job. The vocational counselor also ensures that all specialists involved in developing the report are prepared to defend their findings in court, if necessary.

All parties work together as a team

HealthForce Fitness for Duty Evaluations enable you, your injured or ill employee, and the physician or treating professional to work together as a team to determine the appropriateness of return to work. If temporary or permanent job modifications are required, we help you assess whether they are reasonable accommodations under the law. In addition, we ensure that:

- » all medical specialists involved in an injured or ill employee's treatment are given specific, objective, job-related measurements to assess the person's ability — medically, psychologically and cognitively — to perform the duties of his or her job,
- » the employer has documented essential job functions to compare to medical specialists' assessments,
- » the employer has a working basis for considering reasonable accommodations under the Americans with Disabilities Act (ADA),
- » all return-to-work decisions are thoroughly documented and consistently follow the same set of criteria for employees in the same positions, and
- » results and accommodations are fully compliant with all applicable regulations.

Customer benefits

By working closely with all parties and promoting increased employer involvement in the injured or ill employee's recovery and return to work, HealthForce is able to:

- » reduce the possibility of complications related to the original injury or due to extended disability,
- » minimize the employer's insurance and claim costs,
- » enhance individual and overall productivity by facilitating the fastest and safest recovery and return to work possible, and
- » foster awareness among all employees that the employer is concerned about their health, safety and well-being.



In assessing an injured or ill employee's return-to-work options, our specialists evaluate all areas relevant to future job performance, including medical, psychological and cognitive factors.



Before issuing the final report and recommendations, our vocational counselor carefully considers all specific aspects of the employee's job.

About HealthForce

HealthForce is a single-source provider of workplace health solutions, serving thousands of local, regional and national employers. We are an innovator in employee health, offering superior care to injured and ill employees, and designing and delivering workplace health services to improve employee health and productivity.

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