

# JOB READY SERVICES, LLC

Newsletter June 2006

## What to Do With an Invalid FCE

Did the physician release the injured worker to RTW “within the guidelines of the FCE”, but the results of the FCE was “invalid”? You have not wasted your money on the FCE. The FCE has told you the LEAST that patient can do with a high probability they can do more. To find out what they can really do, consider asking the doctor for a referral for work conditioning. Often, only 2 weeks will be enough to determine what that patient can do and what they are willing to do to get back to work. We are a relatively new business and have had 4 work conditioning patients so far—3 are returning to their regular employment and 1 will return to his regular job with an accommodation.

Work conditioning will not only get that patient out of the house and back into a regular routine, but it will give much more objective information about what that patient is able to do, or, if they are not putting forth effort, you will have more documentation to provide to the doctor for release and rating without need for restrictions.

## **Job Ready Services can Help:**

**Debra Lord** has been a PT for 30 years. She has had extensive experience with injured workers, employers, case managers, adjusters and occupational health nurses. Her primary focus is getting the patient back to work. She understands the needs of employers and adjusters and the cost of having the injured worker out of work for too long.

**Ernie Lopez** is a Spanish-speaking Exercise Physiologist. He is also a Personal Trainer. His knowledge of motivational techniques as well as strength training are an invaluable asset to the practice.

**Michelle Morgan** has had extensive experience in case management, worker's compensation, marketing and customer service.

**Let the Job Ready team of expertise help you with any work issues you may have with your clients, claimants and/or employees.**

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### **Who to Contact:**

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Michelle Morgan, MS, CRC  
Marketing/Office Mgmt

Ernie Lopez, SCS  
Exercise Physiologist

### **Services:**

Fit for Duty Testing  
FCE  
Work Conditioning

Job Analysis/Job Descriptions  
On-Site Work Hardening  
Employer/IW Mediation

Post Offer Employment Testing  
[www.jobreadyservices.net](http://www.jobreadyservices.net)

### **Other Considerations:**

- Counsel the IW about the importance of giving maximum safe effort to determine valid restrictions and have them repeat portions of the FCE to show better effort.
- Request that the physician release the patient to RTW based on objective medical evidence only.
- Consider an *onsite work hardening program* for the IW. IW will return to a modified duty position with progression to regular duty.
- Provide an ADA compliant job description which will greatly enhance the RTW process and offer objective information on the physical demands of the job.
- Remember PT does not necessarily include RTW as a primary goal. Work conditioning is a valuable tool once the IW no longer shows signs of improvement with PT and needs to concentrate on RTW goals.
- Learn more about the FCE and its components—Job Ready has a Department of Insurance approved course (1 hour of CE) for adjusters.
- Contact us about our Lunch n' Learn series beginning in August (1 hr of CE) for case mgrs.