



Fit for Duty

August 2007



News

Debra Lord wins ACE Award

Debra Lord was presented with the ACE Award for "Best Practices in Functional Testing" at the Worksteps Symposium in Cozumel, Mexico. She was recognized among over 500 providers for her excellence in the "3 D's":

Diligence, Determination and Dedication!

Congratulations Debra!!!

More News

Want to learn more about employment testing?

Lindee Greer, Training Director for Worksteps will be a featured speaker at the NC Worker's Compensation Educational Conference October 10-12 at the Sheraton Imperial, RTP, NC.

Visit the website:
www.comp.state.nc.us/ for more information.

JOB READY SERVICES

2300 Westinghouse Blvd
Suite 107
Raleigh, NC 27604

919-256-1400

www.jobreadyservices.net

The ADA says that existing employees can be tested if:

- There is reliable objective evidence of an employee having difficulty performing essential functions of their job
- Reasonable belief that employee cannot do the job
- Employee is returning to work after a leave
- Employee is returning to work with a specific problem (e.g. back, shoulder knee)
- Employee requests an accommodation
- Medical providers need objective data for MMI
- When wellness program reveals a potential employee risk

Additionally, employees that are responsible for public safety (e.g. police, fire, rescue) can be tested at any time at the discretion of the employer.

What if the employee fails the Fit for Duty test? There are some simple steps to consider when an EE fails a FFD test:

- ◆ Set a timeline for re-testing the EE to allow the EE to improve
- ◆ Contact the MD and determine if rehab or work conditioning is needed or if restrictions are permanent
- ◆ Determine eligibility for ADA, FMLA, STD and/or LTD
- ◆ Offer temporary,



modified work

- ◆ Offer reasonable accommodations within business necessity
- ◆ Offer a job transfer if qualified and an open position is available.
- ◆ Termination as a last resort

Facilitate a safe return to work by providing appropriate testing for your employees.

UPCOMING EVENTS

Thursday, August 9

Job Ready office
Presentations:

Work Conditioning: Putting the Work into Rehab

Job Site Visits: Keystone for Safe Return to Work

(Approved by DOI for 2 hours of CE for adjusters)

RSVP: michelle.morgan@jobreadyservices.net

Thursday, September 13

Job Ready office
Lunch & Learn

(previously scheduled July 19):

"Non-Surgical Treatment of Degenerative Disc Disease" - Dr. Thomas Buchheit

NOTE: Now approved for CCM/CRC (1 hr)

Approved by AAOHN for 1 hr

Cost: \$10.00 (lunch & CEU's)

RSVP: michelle.morgan@jobreadyservices.net