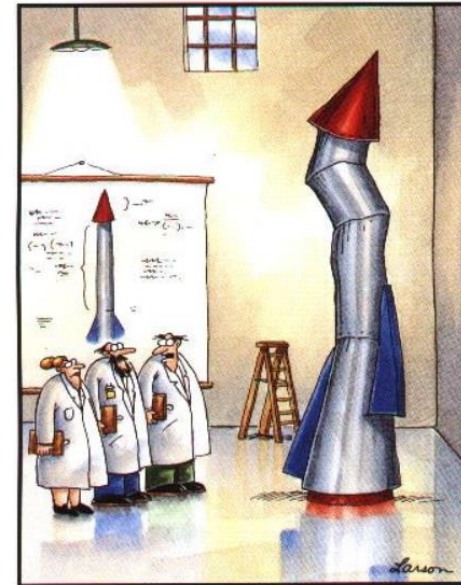
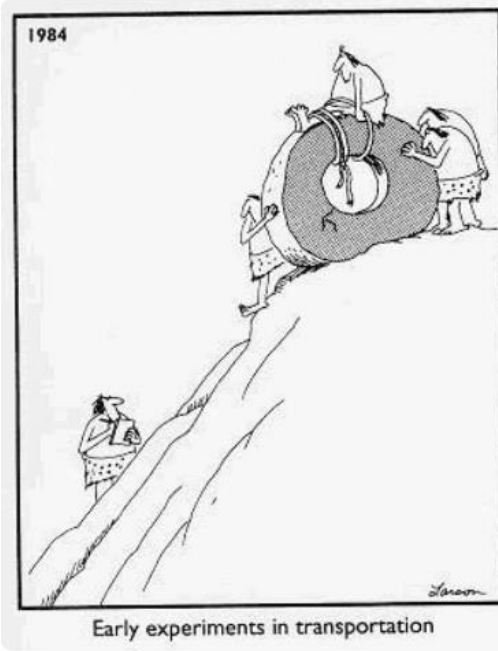


FIT FOR DUTY



"It's time we face reality, my friends. ...
We're not exactly rocket scientists."

Jared Hill, MOT,OTRL
ASANTE Work Health
ASSE Monthly Meeting
November 7,2017

Expectations

- What is Fit For Duty???
- Responsibilities of Employer
 - Safety Professional
 - Human Resources
- Physical Job Requirements
- What determines Fitness for Duty?
- Case studies

Fit For Duty Types

ADA considerations – can require, job related, determine accommodation.

- Difference between
 - impaired (loss or abnormality psychological, physiological, or anatomical structure or function)
 - disabled (restriction caused by impairment)
 - handicapped (disadvantage that limits function)
- Drug or Alcohol impairment
- Medical
- Psychological
- Physical/Functional Restriction

Employer Responsibilities

- Know the law
- Know the Job
- Communicate effectively to employee
- Up to date and accurate Job Description and Physical Job Requirements
- Be willing to accommodate
- What to do with the Results

What Happens???

- Records Review
- Medical evaluation
- Psychological Evaluation
- Physical Evaluation
- Functional Performance
- Job Specific Task Performance
- Onsite work task

Case Scenario 1

61 year old male surgeon presents for Fit-For-Duty at his request. He was observed to have a single presyncopal episode while performing a surgical procedure. Our provider reviewed testing-- EKG, EEG, brain MRI and complete panel of labs and all were unrevealing. The conclusion was a simple vasovagal presyncopal episode. The neurologist recommended no further treatment.

A four-hour functional test was performed by Jared Hill. The OT observed no concerns and concluded that the patient could do his regular work.

From an occupational medicine opinion there are no work restrictions or concerns.

Case Scenario 2

40 year old female presents for Fit-for-Duty at employer request. She had a 30 minute syncopal episode and had to be aroused by employer. She was seen in ED and declared to have had supraventricular tachycardia. At visit she reported no episodes in past 2 months.

We completed a records review. No functional necessary. Determined to be capable of performing job. If she has another episode at work she was advised she would be off work until the problem has been resolved.

Case Scenario 3

50 year old male was referred for Fit-For-Duty by employer for concerns that he was losing balance while lifting more than 20# and loses grip during team lifts. On evaluation, he appeared deconditioned and physically weak for this demanding job. Based on his exam, he was sent for a PCE2 .

He was tested to tolerance and demonstrated a medium Physical Demand. It was determined he was unable to work at frequency required for his position and unable to sustain and maintain repetitive/sustained physical lifting and carrying at or above 50#.

Case Scenario 4

64 year old male referred for Fit-For-Duty as he was observed by co-workers to have varying medical issues. Those were brought to the employers attention who was concerned enough to take him off of work until he was seen for our evaluation.

He presented with no current symptoms and reported all of his medical conditions were stable. For his medical conditions, he was deemed o have no work restrictions.

For his musculoskeletal conditions, a PCE2 was requested to get definitive answers on whether he can meet the physical demands of his job.

PCE2 testing demonstrated Physical Demand Characteristic was Medium-Heavy. Based on his Job Analysis he was able to perform the job functions of his position.

Follow UP....

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- Call our offices about inquiries about Fit For Duty for your employees. 541-789-4236