

Medical Disability Management Services

As Federal managers, you frequently are required to make decisions about employees that involve the understanding and interpretation of medical information. Actions such as workplace accommodations, use of leave time, fitness for duty evaluations, and management of workers' compensation claims are subject to legal scrutiny and should be supported by expert medical opinion. Federal Occupational Health (FOH), the Federal Government's largest and most experienced occupational health care provider, has a national network of medical experts and specialists who can help Federal managers meet the challenges that these personnel decisions can bring. This expertise, combined with FOH's knowledge of the Federal workplace, job descriptions, and personnel regulations, make FOH ideally suited to help you successfully navigate through any difficulties these issues may present.

Through FOH's Medical Disability Management Services, FOH can serve as your agency's Medical Director—facilitating the work of human resources, safety, legal, equal employment opportunity, and other management personnel. In addition to offering medical opinions for individual cases, FOH provides disability management program interventions that can lower your agency's workers' compensation costs and minimize lost time from work.

FOH offers a variety of services that will help your employees return to work as soon and as safely as possible—thereby reducing costs and increasing productivity.

FOH will:

- Design and manage early intervention programs that track and follow up on work-related injuries and illnesses.
- Develop limited and light-duty work options.
- Analyze disability trends.
- Make policy recommendations to improve communications and processing of lost-time and accommodation cases.
- Provide reasonable accommodation recommendations as required by the Rehabilitation Act.
- Review advance sick leave or leave approval under the Family and Medical Leave Act.
- Provide expert witnesses who are experienced at testifying in Federal court.
- Perform fitness for duty examinations to determine if an employee has the physical and mental capability to perform the essential functions of his or her position.
- Provide psychological evaluations that will help deal with job performance or violence in the workplace issues.

For over half a century, FOH has delivered high quality occupational health services to Federal managers. FOH's knowledge of the Federal workplace, combined with strategic partnerships with professional health, environmental and safety organizations, enables FOH to help other Federal organizations maintain a safe and healthy workplace. FOH has created a team of professionals that is unparalleled in its ability to work within the Federal structure, yet remains as flexible and innovative as any private sector provider.

Through convenient interagency agreements, FOH's Clinical Services, Wellness/Fitness Programs, Environmental Health Services, and Employee Assistance and Work/Life Programs can provide your agency with a comprehensive occupational health program that saves you time and money. Our ability to customize services enables you to integrate components of our services with existing programs, enhancing their impact and ensuring that your agency meets its obligation to provide a safe and healthy workplace.

Make Federal Occupational Health your partner in building a healthier, more productive work force. For more information, please visit us at www.foh.dhhs.gov or call us today at **1-800-457-9808**.

Because you need a healthy work force. And we can help you build one.

healthy bodies ❖ *sound minds* ❖ *a safe place to work*