

Injury Prevention	Workability Fitness Screen (Post-offer)	Ergonomics Safety Study	Workability Injury Assessment (WIA)	Functional Capacities Evaluation (FCE)	Workability Independent Medical Exam (IME)
Company has workers entering job categories (new hires, transfers, recalls from extended layoff) that have musculoskeletal risk factors or increased incidents of musculoskeletal disorders	✓				
Changes in equipment (purchase or design) or production process result in musculoskeletal concerns or possible safety issue		✓			
Applicant or worker requests accommodation to perform essential job functions		✓			
Increased incidence of work-related musculoskeletal claims		✓			

Early Intervention (Acute or Sub-acute Recovery Phase)

Worker alleges that musculoskeletal symptoms are job-related			✓		
Company needs more information to evaluate requested claims allowances or work restrictions			✓		
Worker alleges safety concerns or difficulty performing transitional work duties			✓		
Worker is not working, but is not participating in therapy, confined to bed, or scheduled for surgery			✓		
Worker has not progressed to transitional work assignment after the initial 10 therapy visits (under presumptive preauthorization)			✓		
Worker released to full duty following 30 or more days of disability leave without objective workability assessment, active therapy, or transitional work progression			✓		

Medical Management (Chronic Phase of Recovery)

Worker has not progressed to full duty after 20 therapy visits				✓	
Worker has not made significant progress after 30 days of transitional work activities				✓	
Worker has not progressed to full duty after 60 days of transitional work assignment				✓	
Worker has reached Maximum Medical Improvement (MMI) and requires permanent restrictions for safe job placement				✓	
Worker requests non-working wage loss benefits				✓	
Worker with complicated health history is referred for vocational rehabilitation or pain management without an objective baseline of functional capacities				✓	
Physician refuses referral request for Functional Capacities Evaluation (FCE) or transitional work therapy with preferred provider					✓
Physician's functional restrictions and treatment requests appear inappropriate based on established claims allowances					✓
Worker has not made any significant functional progress after 60 days of conservative treatment, including active therapy					✓
Claimant applies for permanent total disability benefits					✓