

## Top Notch Fitness for Duty Examination Services

To provide the highest level of quality comprehensive fitness for duty examination (FFDE) services, ValueOptions has partnered with PsyBar LLC. This organization offers the largest Fitness for Duty network in the nation and conducts more exams through specially credentialed physicians than any other company in the nation.

### A new level of expertise needed

We have received a significant increase in the number of client requests for FFD evaluations, and it appears that the complexity and severity of these cases continues to grow. While we believe the work ValueOptions and our customers have done in the past related to FFD evaluations has been very good, the science is changing in terms of procedures and evaluation standards—all of which is requiring a new level of expertise.

### Purpose of FFDE services

FFDE cases tend to be highly litigious and contentious. Therefore, these evaluations are designed to stand up in court and protect all parties should there be litigation. They are helpful when employers need the opinion of a neutral third-party expert who does not have a treatment or advocacy relationship with the employee. PsyBar's proven evaluation protocol promotes consistent, comprehensive and objective evaluations among their strong network of forensically trained evaluators.

By requesting a FFDE, an employer is demonstrating good faith in attempting to resolve potentially contentious and litigious workplace situations. The psychologists and psychiatrists selected by PsyBar LLC can provide concrete information regarding employee abilities and risk factors, and assist in planning for return to work.

### When to use FFDE

Employers have a responsibility to recognize when poor employee performance might be secondary to psychological conditions. Employers should consider a FFDE when they observe the following types of behaviors from employees:

- threat of violence to self or others
- impaired concentration
- paranoid thinking
- abusive behavior toward co-workers or customers
- any behavior that poses a safety risk

Additional examples of circumstances that may warrant a fitness for duty or risk assessment evaluation are:

- emotional distress accompanied by decreased productivity
- increased errors
- confusion
- inappropriate comments to other employees
- erratic behavior

## PUTTING PEOPLE FIRST

To initiate an FFDE referral, simply contact ValueOptions by fax, e-mail or phone.