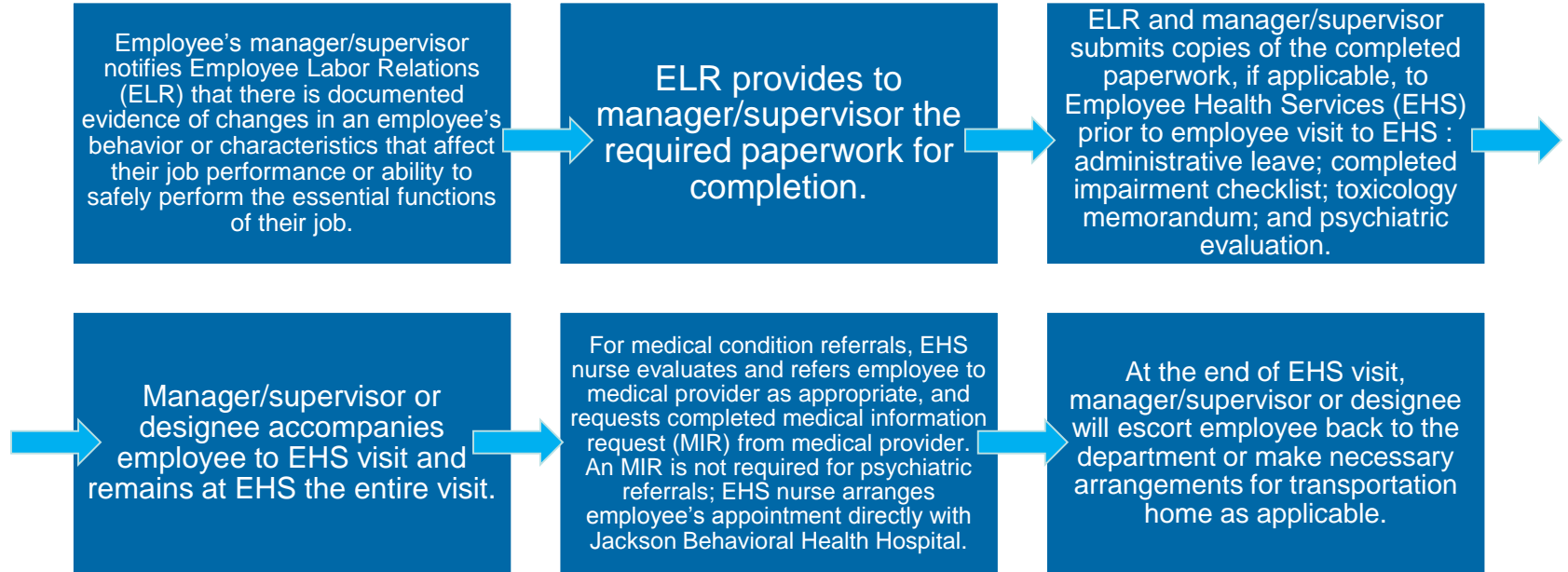


Fitness for Duty Assessment for Medical Conditions



Fitness for Duty Assessment for Medical Conditions

Reporting of Results:

For medical referrals, employee returns to EHS with the completed MIR from medical provider. EHS nurse discusses results with employee and reports results to ELR. ELR discusses the results with manager/supervisor.

Step 1

If the physician recommends temporary restrictions, the employee may apply for RAC.

Step 2

If there are recommendations requiring permanent job accommodation(s), RAC committee will review case.

Step 3

If the physician determines that the employee is able to perform all of the essential functions of the job, the employee will be held accountable for satisfactory job performance and subject to progressive corrective action for unsatisfactory job performance.

Step 4

For psychiatric evaluation results, EHS nurse receives recommendation from psychiatric provider, and reports it to ELR