



**DATE OF REVIEW:**

04/13/2007

**IRO CASE #:**

**DESCRIPTION OF THE SERVICE OR SERVICES IN DISPUTE**

Work Hardening Program.

**A DESCRIPTION OF THE QUALIFICATIONS FOR EACH PHYSICIAN OR OTHER HEALTH CARE PROVIDER WHO REVIEWED THE DECISION**

Board Certified in Physical Medicine and Rehabilitation

**REVIEW OUTCOME**

Upon independent review the reviewer finds that the previous adverse determination/adverse determinations should be:

Upheld (Agree)

Provide a description of the review outcome that clearly states whether or not medical necessity exists for each of the health care services in dispute.

The requested Work Hardening Program is not medically necessary.

**INFORMATION PROVIDED TO THE IRO FOR REVIEW**

MCMC: Case Report dated 03/30/07

MCMC: Referral dated 03/30/07

DWC-22: Required Medical Examination Notice or Request for Order dated 10/05/06

DWC-69: Report of Medical Evaluation with Date of Exam 08/11/06

DWC-73: Work Status Reports dated 09/27/06, 08/31/06

DWC: Notice to MCMC, LLC of Case Assignment dated 03/30/07 from

DWC: Notice of Assignment of Independent Review Organization dated 03/30/07 from

DWC: Facsimile Cover Sheet dated 03/30/07 with comment from

Letters dated 004/04/07, 3/29/07 from Medical Dispute Dept.

DWC: Confirmation of Receipt of a Request for a Review dated 03/29/07

LHL009: Request For a Review By An Independent Review Organization dated 03/22/07

Letters dated 02/13/07, 01/25/07 from Utilization Review Nurse

Healthcare: Continuation Request for 10 Additional Days In a Chronic Pain Management Program dated 02/12/07 from MS, CRC, LPC with attached Interdisciplinary Treatment Modalities, Pain Rehabilitation Design

Healthcare: Preauthorization Requests dated 02/12/07, 01/19/07, 10/18/05, 09/30/05

Healthcare: Request For 20 Days In a Chronic Pain Management Program dated 01/19/07 from MS, CRC, LPC

M.D.: Letter dated 01/18/07

Healthcare: Referral dated 12/18/06 from NP

Explanation of Benefits dated 06/08/06 through 02/28/07



Billing Retrospective Review dated 11/28/06 from D.O.  
Healthcare: Functional Capacity Evaluation dated 11/22/06  
ERGOS Evaluation Summary Reports dated 11/06/06, 10/06/06  
Ph.D.: Interdisciplinary Program Team Conference notes dated 10/27/06, 10/20/06  
Health Care: Group Therapy Progress Notes dated 10/18/06, 10/17/06 from MS, LPC  
Healthcare: Group Progress Notes dated 10/16/06 through 10/25/06  
Work Skills: Work Hardening Daily Progress Notes dated 10/09/06 through 11/13/06  
Healthcare: Functional Capacity Evaluation dated 10/06/06 from SPT  
Reports dated 09/27/06, 08/31/06 from Family Nurse Practitioner  
Healthcare: Behavioral Medicine Re-Evaluation dated 09/12/06 from MS, LPC  
M.D.: Designated Doctor Evaluation dated 08/11/06 with attached Report of Medical Evaluation  
Letter dated 06/23/06 from Utilization Review Nurse  
Healthcare: Musculoskeletal Evaluations dated 06/19/06, 05/17/06, 04/13/06 from PT  
Health Care: Report dated 06/12/06 (Range of Motion and Muscle Testing Exam)  
Letter dated 05/23/06 from Utilization Review Nurse  
Healthcare: Massage Therapy Notes dated 05/01/06, 03/16/06, 02/24/06 from R.M.T.  
Table of Disputed Services for DOS 04/21/06 – 11/13/06  
Healthcare: Initial Evaluation dated 04/13/06  
Admitting Facesheet dated 03/27/06  
Flowsheet dated 03/27/06  
Hospital: Discharge Instructions dated 03/27/06  
Hospital: Operative Report dated 03/27/06 from M.D.  
Hospital: Surgery Narcotics Record dated 03/27/06  
Hospital: Pre-Op or Pre-Invasive Checklist Surgery dated 03/27/06  
Perioperative Records dated 03/27/06  
Hospital: Anesthesia Record dated 03/27/06  
Hospital: Pre-Anesthesia Evaluation dated 03/27/06  
Hospital: Post Anesthesia Record dated 03/27/06  
Hospital: Physician Orders-Post Anesthesia Orders dated 03/27/06  
Orthopedics: Handwritten doctor's note dated 03/27/06  
Hospital: Lab report dated 03/25/06  
Hospital: ECG report dated 03/24/06  
Hospital: Standard Authorization to Disclose Information signed 03/24/06  
Hospital: Consent for Treatment signed 03/24/06  
Hospital Authorization to Release Information to Insurance signed 03/24/06  
Orthopedics: Physician's Pre-Op Orders dated 03/22/06  
Healthcare: Outpatient Daily Notes dated 02/24/06 through 07/24/06  
Letter dated 02/20/06 from Utilization Review Nurse  
Healthcare: Physical Performance Evaluation dated 02/14/06  
Workskills: Reconsideration Request For Behavioral Health Treatment dated 10/18/05 from MS, LPC  
Healthcare: Letter of Medical Necessity dated 09/14/05 from D.C.  
Imaging: MRI right shoulder dated 12/15/04  
Work Hardening Program Daily Flow Sheets for Weeks ½, 2/3 and one with no week from PTA  
Orthopedics: Undated Physician's Orders-Post Op

**PATIENT CLINICAL HISTORY [SUMMARY]:**

This is a male with a shoulder and knee condition that prevented him from returning to work as a janitor even after two years of medical care. The treating doctor wanted to do a Work Hardening, which is a multidisciplinary approach program to improve his work status.

**ANALYSIS AND EXPLANATION OF THE DECISION INCLUDE CLINICAL BASIS, FINDINGS AND CONCLUSIONS USED TO SUPPORT THE DECISION.**

Standard medical criteria requires that prior to starting a program the injured individual has a targeted job or job plan for return to work at the time of discharge.

There needs to be an individualized written plan that identifies observable and measurable goals, the methodology to use to reach these goals, the projected time necessary to accomplish the goals and the expected outcomes. This plan needs to be based on a functional capacity baseline evaluation and compared to the critical demands as stated on the job analysis.

There also needs to have an identified physical, functional, behavioral and vocational deficits that interfere with work.

The physical recovery needs to be sufficient to allow for progressive reactivation and participation in the program.

Also early referral enhances outcome; the worker must be no more than two years past the date of injury.

The injured individual after the accident worked doing physical work as a Janitor or Grounds Keeper. This would be a questionable medical case to start the process in general especially after medical care and surgical intervention. However in the process of arranging a Work Hardening program, we do not have a targeted job or job plan for return to work at the time of discharge which the employee would grant in written form. There was not a plan based on the functional capacity baseline evaluation and compared to critical demands that would be state in a job analysis. I did not see a job analysis. The doctor who did a Designated Doctor Exam (DDE) on the injured individual MD indicated that the injured individual could not return to work per her understanding of the job description. There were no alternative jobs available at his employment that was a consideration for the injured individual at some time in the future in written form as presented by the MD who did the DDE on the injured individual. There also needs to be physical recovery sufficient to allow for progressive reactivation and participation in the program, however the doctor who did the DDE did not see this potential even after several years of treatment. The injured individual had maximized his potential with multiple treatments and medical interventions. The DDE was done nearly two years after the accident. It is my understanding from the report of MD that the injured individual failed the work hardening program after 20 days.

**A DESCRIPTION AND THE SOURCE OF THE SCREENING CRITERIA OR OTHER CLINICAL BASIS USED TO MAKE THE DECISION:**



managing care. managing claims.

88 Black Falcon Avenue, Suite 353 Boston, MA 02210 [T] 800-227-1464 [F] 617-375-7777

## **MEDICAL JUDGEMENT, CLINICAL EXPERIENCE AND EXPERTISE IN ACCORDANCE WITH ACCEPTED MEDICAL STANDARDS**

### **PEER REVIEWED NATIONALLY ACCEPTED MEDICAL LITERATURE (PROVIDE A DESCRIPTION)**

Beissner KL, Saunders RL , McManis BG “ Factors related to successful work hardening outcomes.” Phys Ther. 1996 Nov; 76(11): 1188-201

Jankus WR, Park TJ, VanKeulen M. “ Interdisciplinary treatment of the injured worker with chronic pain: long – term efficacy.” Wisconsin Medical Journal. 1995; 94(5):244-9

### **OTHER EVIDENCE BASED, SCIENTIFICALLY VALID, OUTCOME FOCUSED GUIDELINES (PROVIDE A DESCRIPTION)**

APTA guidelines for programs in industrial rehabilitation. Physical Therapy. 1993 ; 1 (3): 69-72

Washington State Department of Labor and Industries. Work Hardening Standards, criteria, timelines, and duties. Washington Administrative Code (WAC) Title 296-23-235; Work hardening.