



## IMED, INC.

11625 Custer Road • Suite 110-343 • Frisco, Texas 75035  
Office 972-381-9282 • Toll Free 1-877-333-7374 • Fax 972-250-4584  
e-mail: imeddallas@msn.com

---

### Notice of Independent Review Decision

**DATE OF REVIEW:** 05/10/10

**IRO CASE NO.:**

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

Item in dispute: Work hardening 5x2 right shoulder 97545 97546

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

Texas Board Certified Orthopedic Surgeon

**REVIEW OUTCOME**

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

Denial Overturned

**INFORMATION PROVIDED TO THE IRO FOR REVIEW**

1. Clinical notes dated 07/28/09 through 02/23/10
2. MRA of the right shoulder dated 09/02/09
3. CT scan of the right shoulder dated 09/02/09
4. Prior review dated 01/29/10
5. Coversheet and working documents
6. **Official Disability Guidelines**

**PATIENT CLINICAL HISTORY (SUMMARY):**

The employee is a male who sustained an injury on xx/xx/xx. Clinical note dated 07/28/09 reported the employee was injured when he landed on the outer aspect of his right shoulder.

An MRA of the right shoulder dated 09/02/09 reported no vascular abnormality, suspectable artifact in the right shoulder suggesting the presence of metal or air related

to prior surgery, possible bone defect in the right humeral head, and probable small left thyroid nodule.

A CT scan of the right shoulder dated 09/02/09 reported evidence of right trauma of the proximal clavicle to include fracture of the sternoclavicular joint and cystic degenerative changes of the minor tuberosity.

A clinical note dated 10/20/09 reported the employee had a positive right shoulder impingement sign and Speed test.

A clinical note dated 11/09/09 reported the employee was recommended for right shoulder rotator cuff repair, labrum repair, debridement, biceps tendon tendinosis, and autologous soft tissue transfer.

A clinical note dated 11/17/09 reported the employee was eight days postoperative. The note reported the employee was performing home exercises and was to begin physical therapy.

A Functional Capacity Evaluation (FCE) dated 01/19/10 reported the employee had a physical demand level of medium and required a physical demand level of very heavy to return to full duty.

A mental health evaluation dated 01/19/10 reported the employee was currently not working but expressed desire to return to work. The employee complained of 7 to 8 out of 10 pain. The employee was noted to have a BDI score of 27 and a BAI score of 20. The employee was recommended for twenty sessions of a work hardening program.

A letter of request dated 01/24/10 reported the employee had undergone an adequate trial of active physical rehabilitation with improvement followed by a plateau. The note reported the employee was not a candidate for any type of surgical procedure. The employee was recommended for ten sessions of a work hardening program.

A prior review by Dr. dated 01/29/10 reported the request for ten sessions of a work hardening program secondary to a lack of documentation and the employee's date of injury being approximately two years prior.

A letter of appeal dated 02/23/10 reported that a thorough evaluation had been completed to include an FCE, psychological evaluation, progress and postoperative notes, and previous physical therapy. The note reported the employee was not greater than twenty-four months status post date of injury. The employee was again recommended for a work hardening program.

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

The request for work hardening 5x2 for the right shoulder is medically necessary. Clinical documentation indicates the employee injured his right shoulder when he was thrown off a horse. The employee underwent preoperative physical therapy and

conservative care. The employee subsequently underwent a right shoulder rotator cuff repair, labral repair, arthroscopic debridement, and biceps tendon tendinosis on 11/09/09. Documentation indicates the employee participated in postoperative physical therapy with improvements followed by a plateau. The FCE indicates the employee has a current physical demand level of medium that does not meet occupational standards. The employee was also noted to have a current BDI score of 27 and BAI score of 20. The employee is noted to be a farmer/renter with a 6<sup>th</sup> grade education. The employee is currently two years status post date of injury; however, the employee underwent a recent surgical intervention to correct underlying problems and was not two years status post date of injury on the initial review on 01/29/10. Given the employee's recent surgical intervention, elevated psychometric testing scores, improvement followed by plateau of postoperative physical therapy, and not meeting physical demand levels of current occupation, the employee would benefit from participation in a work hardening program at this time. In addition, it appears that the prior denial of 01/29/10 was based on a lack of clinical documentation to include a full evaluation. At this time, a full thorough evaluation was submitted for review to include an FCE, psychological evaluation, operative report, and pre and postoperative treatment notes. As such, medical necessity for the request for work hardening 5x2 for the right shoulder has been established.

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

***Official Disability Guidelines***, Shoulder Chapter, online version.

Criteria for admission to a Work Hardening (WH) Program:

- (1) Prescription: The program has been recommended by a physician or nurse case manager, and a prescription has been provided.
- (2) Screening Documentation: Approval of the program should include evidence of a screening evaluation. This multidisciplinary examination should include the following components: (a) History including demographic information, date and description of injury, history of previous injury, diagnosis/diagnoses, work status before the injury, work status after the injury, history of treatment for the injury (including medications), history of previous injury, current employability, future employability, and time off work; (b) Review of systems including other non work-related medical conditions; (c) Documentation of musculoskeletal, cardiovascular, vocational, motivational, behavioral, and cognitive status by a physician, chiropractor, or physical and/or occupational therapist (and/or assistants); (d) Diagnostic interview with a mental health provider; (e) Determination of safety issues and accommodation at the place of work injury. Screening should include adequate testing to determine if the patient has attitudinal and/or behavioral issues that are appropriately addressed in a multidisciplinary work hardening program. The testing should also be intensive enough to provide evidence that there are no psychosocial or significant pain behaviors that should be addressed in other types of programs, or will likely prevent successful participation and return-to-

employment after completion of a work hardening program. Development of the patient's program should reflect this assessment.

(3) Job demands: A work-related musculoskeletal deficit has been identified with the addition of evidence of physical, functional, behavioral, and/or vocational deficits that preclude ability to safely achieve current job demands. These job demands are generally reported in the medium or higher demand level (i.e., not clerical/sedentary work). There should generally be evidence of a valid mismatch between documented, specific essential job tasks and the patient's ability to perform these required tasks (as limited by the work injury and associated deficits).

(4) Functional capacity evaluations (FCEs): A valid FCE should be performed, administered and interpreted by a licensed medical professional. The results should indicate consistency with maximal effort, and demonstrate capacities below an employer verified physical demands analysis (PDA). Inconsistencies and/or indication that the patient has performed below maximal effort should be addressed prior to treatment in these programs.

(5) Previous PT: There is evidence of treatment with an adequate trial of active physical rehabilitation with improvement followed by plateau, with evidence of no likely benefit from continuation of this previous treatment. Passive physical medicine modalities are not indicated for use in any of these approaches.

(6) Rule out surgery: The patient is not a candidate for whom surgery, injections, or other treatments would clearly be warranted to improve function (including further diagnostic evaluation in anticipation of surgery).

(7) Healing: Physical and medical recovery sufficient to allow for progressive reactivation and participation for a minimum of 4 hours a day for three to five days a week.

(8) Other contraindications: There is no evidence of other medical, behavioral, or other comorbid conditions (including those that are non work-related) that prohibits participation in the program or contradicts successful return-to-work upon program completion.

(9) RTW plan: A specific defined return-to-work goal or job plan has been established, communicated and documented. The ideal situation is that there is a plan agreed to by the employer and employee. The work goal to which the employee should return must have demands that exceed the claimant's current validated abilities.

(10) Drug problems: There should be documentation that the claimant's medication regimen will not prohibit them from returning to work (either at their previous job or new employment). If this is the case, other treatment options may be required, for example a program focused on detoxification.

(11) Program documentation: The assessment and resultant treatment should be documented and be available to the employer, insurer, and other providers. There should documentation of the proposed benefit from the program (including functional, vocational, and psychological improvements) and the plans to undertake this improvement. The assessment should indicate that the program providers are familiar

with the expectations of the planned job, including skills necessary. Evidence of this may include site visitation, videotapes or functional job descriptions.

(12) Further mental health evaluation: Based on the initial screening, further evaluation by a mental health professional may be recommended. The results of this evaluation may suggest that treatment options other than these approaches may be required, and all screening evaluation information should be documented prior to further treatment planning.

(13) Supervision: Supervision is recommended under a physician, chiropractor, occupational therapist, or physical therapist with the appropriate education, training and experience. This clinician should provide on-site supervision of daily activities, and participate in the initial and final evaluations. They should design the treatment plan and be in charge of changes required. They are also in charge of direction of the staff.

(14) Trial: Treatment is not supported for longer than 1-2 weeks without evidence of patient compliance and demonstrated significant gains as documented by subjective and objective improvement in functional abilities. Outcomes should be presented that reflect the goals proposed upon entry, including those specifically addressing deficits identified in the screening procedure. A summary of the patient's physical and functional activities performed in the program should be included as an assessment of progress.

(15) Concurrently working: The patient who has been released to work with specific restrictions may participate in the program while concurrently working in a restricted capacity, but the total number of daily hours should not exceed 8 per day while in treatment.

(16) Conferences: There should be evidence of routine staff conferencing regarding progress and plans for discharge. Daily treatment activity and response should be documented.

(17) Voc rehab: Vocational consultation should be available if this is indicated as a significant barrier. This would be required if the patient has no job to return to.

(18) Post-injury cap: The worker must be no more than 2 years past date of injury. Workers that have not returned to work by two-years post injury generally do not improve from intensive work hardening programs. If the worker is greater than one-year post injury a comprehensive multidisciplinary program may be warranted if there is clinical suggestion of psychological barrier to recovery (but these more complex programs may also be justified as early as 8-12 weeks, see Chronic pain programs).

(19) Program timelines: These approaches are highly variable in intensity, frequency and duration. APTA, AOTA and utilization guidelines for individual jurisdictions may be inconsistent. In general, the recommendations for use of such programs will fall within the following ranges: These approaches are necessarily intensive with highly variable treatment days ranging from 4-8 hours with treatment ranging from 3-5 visits per week. The entirety of this treatment should not exceed 20 full-day visits over 4 weeks, or no more than 160 hours (allowing for part-day sessions if required by part-time work, etc., over a longer number of weeks). A reassessment after 1-2 weeks should be made to determine whether completion of the chosen approach is appropriate, or whether treatment of greater intensity is required.

(20) Discharge documentation: At the time of discharge the referral source and other predetermined entities should be notified. This may include the employer and the insurer. There should be evidence documented of the clinical and functional status, recommendations for return to work, and recommendations for follow-up services. Patient attendance and progress should be documented including the reason(s) for termination including successful program completion or failure. This would include noncompliance, declining further services, or limited potential to benefit. There should also be documentation if the patient is unable to participate due to underlying medical conditions including substance dependence.

(21) Repetition: Upon completion of a rehabilitation program (e.g., work conditioning, work hardening, outpatient medical rehabilitation, or chronic pain/functional restoration program) neither re-enrollment in nor repetition of the same or similar rehabilitation program is medically warranted for the same condition or injury.