



INSIDE SRHS

A NEWSLETTER FROM THE CORPORATE HEALTH STAFF
OF SPARTANBURG REGIONAL HEALTHCARE SYSTEM

October 2018

WHAT'S INSIDE

New Team Members

We are excited to welcome several new members to our team this summer! Dr. Sajid Pathan, board-certified in occupational medicine joined us and will primarily see patients at our Pelham office. Our new senior practice manager, Michelle Bowerman joined our team in August, and we hired two Nurse Practitioners this summer, Linda Hayes and Nicole Stroud are working in both our practices and seeing patients at some of our client's on-site clinics.

New Scheduling & Procedures

DOT Exam Guidelines

We have recently updated our employer and employee guides regarding DOT examinations in our office. These documents can be found in the documents section of our webpage. www.SpartanburgRegional.com/CorporateHealth

DEA Prescription Limitations

Are you hiring your next injury?

Learn about the benefits of essential function testing.

We value your feedback.

Anytime you have comments or suggestions please feel free to reach out to our Corporate Relations Manager at arussell@srhs.com or enter your feedback via the following surveymonkey link: <https://www.surveymonkey.com/r/CorpHealthFeedback>

New Fee Schedule

Effective August 1, 2018 Corporate Health implemented a new fee structure for several of our occupational and wellness healthcare services and the enclosed service agreement details your updated pricing. *This change does not affect pricing for services commonly referred to as "workers comp" services. i.e., rates set by the SC Workers Compensation Commission.* We ask you to please review your agreement for any inaccuracies:

- Check the protocols to be sure they are accurate with your current needs and procedures
- Review ALL your contacts, and their corresponding phone and fax numbers
- Please ensure the billing information is up to date

Corporate Health Holiday Schedule

Occupational Health Westside & Pelham Offices:

- Thursday, November 22nd – Closed
- Friday, November 23rd – Closed
- Monday, December 24th – Closed
- Tuesday, December 25th – Closed
- Monday, December 31st – Open
- Tuesday, January 1st - Closed



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Join us in welcoming our newest team members!

Sajid Pathan, MD, MPH **Physician**

Dr. Pathan is a board-certified occupational medicine physician providing patient care in our occupational health clinics. He joins us after serving most recently as an occupational health physician in Greenville Health System's Center for Occupational Health and Services clinic and prior to this served as the Medical Director of Occupational Health at Aurora Health Care's Sheboygan Clinic in Wisconsin. His certifications include American Board of Preventive Medicine in occupational medicine, FMCSA Certified Medical Examiner with the USDOT, a Class II/III Aviation Medical Examiner through the FAA, and a Certified Medical Review Officer (MRO). Dr. Pathan enjoys collaborating with customers and presenting educational programs to employers and their teams on employee health and safety.



Linda Hayes, FNP-BC, MSN **Nurse Practitioner**

Linda received her undergraduate Nursing degrees from Gardner Webb University & USC Upstate. She then went on to complete her Masters of Science in Nursing & Post Masters Family Nurse Practitioner degree from USC Columbia. Linda brings 14 years of experience as a Nurse Practitioner in Primary Care, Internal Medicine & Corporate Health to our team; she will be an asset to our growing division.



Nicole Stroud, MSN, FNP-BC **Nurse Practitioner**

Over a year ago Nicole finished her MSN degree as a Family Nurse Practitioner from Walden University after completing her undergraduate degrees from UCS Upstate & University of Texas at Arlington (UTA). We are excited to have her joining our Corporate Health team. She will see patients in our occupational health clinics. Working within the Spartanburg Regional Healthcare System for over 20 years in various capacities Nicole brings extensive expertise to our division most recently as a Charge Nurse in our Heart Center in addition to our Hospice and Cardio Pulmonary Rehab divisions.



Michelle Bowerman, CMPE **Senior Practice Manager**

As a Certified Medical Practice Executive, Michelle oversees all administrative and billing activities for our two free standing occupational health clinics, employers' on-site clinics, as well as health and wellness services. Michelle's extensive experience in healthcare and certification as a Lean Six Sigma Green Belt solidifies her ability to manage within our multi-physician and cross functional division.





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DOT Exam Guidelines

Our providers offer comprehensive DOT physical examinations that follow the medical recommendations and guidelines set forth by the Federal Motor Carrier Safety Administration (FMCSA). In addition to the regulatory standards, 49 CFR 391, parts 41 through 49, the FMCSA provides additional guidance for the examiner to help in determining whether the driver meets the physical standards for DOT duties. All our providers are familiar with these recommendations to provide you, the employer, with an accurate assessment of your driver's DOT medical qualifications.

To better serve you, we have created two documents to aid you the employer and your prospective or current drivers of what to expect when visiting us for a DOT exam. It is not an exhaustive list, and other medical conditions may be evaluated by the DOT medical examiner on a case by case basis.

Please brief your driver on the following recommendations, and you may also wish to provide them with a copy of our 'DOT Driver Instructions Letter 2018'.

Copies of both are available on our webpage: www.SpartanburgRegional.com/CorporateHealth



Our Mobile Unit is busy; if you are looking to provide on-site services in 2019 contact Ms. Javonna Wilkins at 864-560-9619 today to reserve your dates!

- Hearing conversation
- Annual Wellness exams
- Surveillance physicals
- Firefighter physicals
- Law enforcement physicals
- DOT physicals
- Skin cancer screenings
- Mammograms
- Customized services

Controlled Substances & Occupational Health

In occupational medicine, we see a variety of injuries, and some may be serious enough to require controlled substances to help control the patient's pain and discomfort. Given the national opioid epidemic, our philosophy on this is to prescribe as few controlled substances as possible in our occupational health clinics. Our providers will assess the patient and determine the need of controlled substances on a case-by-case situation. Nurse practitioner's will not be authorized to write prescriptions for any controlled substances but may discuss the need for controlled substances with the physicians on a case by case basis.

We understand pain is a subjective symptom and every individual's level of pain is different, however the need to more wisely prescribe controlled substances is imperative today. If a patient is prescribed a controlled substance, **they will need to return to the clinic for a follow-up visit within 3-5 days to reassess the level of pain and any further need of medication**, no refills are prescribed initially. As per South Carolina medical board guidelines, the patient's name will be verified on the SCRIPTS website, which is the South Carolina control substance registry to assess the patient's use and prior history of control substances, if any.



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New Scheduling and Procedures

Corporate Health employed the assistance of SRHS's Quality Lean Team and is working to implement many suggestions from this process. Below are some changes you may notice as a patient or customer of Corporate Health.

- When scheduling an appointment, you may be asked specifically what the appointment is for, if an injury when it occurred and the nature of the injury so that we can appropriately schedule the appointment to maximize our team's efficiency and flow.
- Specific appointment types will be allotted appropriate times.
- We are increasing the number of blocked times to allow for increased number of walk-in injuries.
- We are currently evaluating our ability to alter our coverage to effectively respond to need of injuries later in the day, towards close of business.

Our registration paperwork is available on our webpage for download so that employees may fill out most of the paperwork ahead of time expediting their visit in our clinic. Please visit

www.SpartanburgRegional.com/CorporateHealth

Are You Hiring Your Next Injury?

Essential Function Testing (EFT) ensures that employees can safely meet their job demands.

- Highly effective safety and injury prevention tool
- Designed primarily to ensure that applicants vying for a particular job or career have the necessary physical capabilities to perform those job duties without risk to their safety.
- Most applicants truly believe they can do the task of the jobs for which they have applied. However, since many of the applicants have never done the exact job and/or performed the essential critical demands of the job they have applied for, they simply do not know whether or not that is true.
- That is what an EFT does for the employee. It confirms for the employee, and simultaneously for the employer, that the employee can perform the job safely.
- In addition, EFT Screening employers also realize decreased injuries, decreased worker's compensation cost, and decreased attrition.

Why Consider EFTs?

Is an EFT program right for your company? Yes, if you have a higher than desired musculoskeletal (MSD) injury rate.

- It is not uncommon to see ROI numbers > than 3:1 when comparing dollars spend to cost avoidance. Some employers have seen ROI > 10:1.
- A simplified explanation of how these programs achieve an ROI is understood when the employer understands that without it they are literally hiring their next injury. A "failure" on an EFT means that they have typically made it through all of the other post offer processes and are otherwise ready to be hired pending the EFT. Therefore, each of these failures essentially demonstrates that they could not safely perform their essential functions and critical demands prior to starting in the job they were hired for that was not otherwise caught in the pre-hire/post offer process.

Post Offer Screening programs implemented in accordance with the Uniform Testing Guidelines (EEOC) are legally acceptable and defensible
https://www.eeoc.gov/policy/docs/factemployment_procedures.html