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Teamwork

A Periodical for Providers and Clients of Comp1One

Comp1One

Comp1One is a comprehensive case management company located in Huntsville, Alabama with clients across the Southeast. Comp1One and sister company, North Alabama Managed Care, Inc. (NAMCI), are divisions of Premier Health Networks of Alabama, LLC featuring PPO network access for direct medical cost savings in group health and workers' compensation.

Comp1One features 24 hour case management services with Certified Nurse Case Managers and the backing of our Board Certified Occupational Health Medical Director. Our nurses and physician are available for pre-certification, utilization management, file reviews, case referrals, peer reviews, and catastrophic injury management.

Comp1One is certified by the state of Alabama Department of Industrial Relations, is licensed and insured, and has been recognized for Best Practices in Injury Management in the state of Alabama.

Comp1One
Your First Choice For
Case Management

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What Is A Job Analysis?

A Job Analysis is an efficient, cost-effective process used to identify the major job requirements (MJR) for a particular job. It is important to note that the analysis describes the job, not the person who fills the position. Duty statements break down the tasks and components of the job and describe the purpose of the job; essential functions of the job; job setting conditions; and minimal qualifications for the job.

The product is a detailed, measurable job description that can be used as the basis for creation or revision of job-related hiring, performance management, compensation, and training development.

The basic unit of a job is the performance of specific tasks and duties. Information is collected regarding frequency, duration, effort, skill, complexity, equipment used, and standards of a particular task. This may have a significant impact on the physical requirements needed to perform a job.

A job analysis is often helpful in determining an injured employee's return-to-work options while evaluating the need for possible job modifications or alternative job placement. A comprehensive analysis can prevent future injuries by providing information for use in establishing guidelines that help employers ensure that a worker's skills

and abilities are appropriate for his/her job.

Additionally, there are some important legal reasons to conduct job analyses. Congress passed The Uniform Guidelines on Employee Selection Procedures in 1978, which were designed to reduce discrimination in the workplace. This legislation provides guidelines that state that an organization's human resource program should be based on the actual content and requirements of the job.

Comp1One's trained medical case managers utilize a concise, measurable format that is the most effective way to gather objective data while ob-



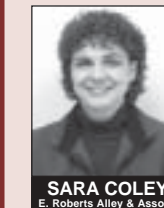
JANET RYAN, RN, CRRN, CCM
Performing Supervisor Interview

serving first hand the tasks and activities involved with a job as they are performed and described by an employee.

To learn more about the job analysis services provided by Comp1One, contact Dana Rutland at 256-532-2777 or toll free 888-772-6671.

www.compone.org

Controlling Mold Growth Indoors



SARA COLEY
E. Roberts Alley & Assoc.

Mold is quickly becoming a serious health issue in the workplace. Employees are realizing that their office environment may be contributing to their health problems. Although short-term exposure to elevated levels of mold spores is only moderately discomforting to most healthy individuals, it can become a serious health issue to some very sensitive individuals or those who are immuno-compromised in some way. Even healthy individuals can develop upper respiratory symptoms when exposed to elevated con-

centrations repeatedly over an extended length of time. That is why it is important to not only prevent further mold growth but also to remove existing mold contamination from one's home or place of business.

In order to understand how our indoor environment contributes to mold growth, one must first understand what is required for mold to grow. Unlike plants, they cannot produce their own food, so they utilize natural substances such as leaves, wood, and other organic materials for their energy source. By releasing enzymes, these molds can digest complex organic compounds into simple carbon com-

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Upcoming Events

February 18-19
11th Annual Division of Workers' Compensation Educational Conference/Oakland, CA

February 24
Lecture Series: Work Comp for Small Business - Huntsville, AL, Corporate University, 8:30-10:30 a.m.

February 25
Lecture Series: Work Comp for Small Business - Decatur, AL, Decatur Utilities, 2:00-4:00 p.m.

February 25
Lecture Series: Work Comp for Small Business - Scottsboro, AL, Community Center, 2:00-4:00 p.m.

April 20
Lecture Series: Safety & Industrial Hygiene - Huntsville, AL, Corporate University, 8:30-10:30 a.m.

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Comp1One

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Legal Brief

New Medicare Prescription Plan

1. **Deductibles** - Beneficiaries will pay an average monthly premium of \$35.
2. **Coverage** - Medicare will cover 75% of the cost of the drug up to \$2,250. There is no coverage between \$2,250 and \$5,100. Any catastrophic cost beyond \$5,100 is covered at 95% by Medicare.
3. **Effective Date** - This new legislation takes effect on 1/1/06. However, in the spring a discount card will be available for \$30 that will save 15-25% on prescription costs. Moreover, low income beneficiaries will get up to \$600 per year for drug costs in 2004 and 2005.
4. **How Will it Work?** Medicare beneficiaries who join HMO's that provide prescription drug coverage or buy drug coverage policies will get help with medicine bills.
5. **Private Competition** - This does not take effect until 2010 and will involve beneficiaries in six metropolitan areas. They will be able to choose between traditional Medicare and private plans during a six year experiment period. The test areas have not yet been chosen and CMS could alter this depending on how it works.

Ben Pugh, Attorney: 205-822-2006

Community News

Comp1One welcomes Dr. W. Allen Goodson and Dr. B. Griffin to The Orthopaedic Center. Dr. Goodson specializes in orthoscopy of the shoulder, knee and joint replacement.

Dr. Griffin has trauma experience and specializes in pelvic and acetabular reconstruction.

Company News



We proudly welcome Cathy Ontiveros to the Comp1One customer service team! Cathy has over twelve years of medical office administration experience and will be assisting with network expansion and provider relations.

WELCOME CATHY!

Teamwork is published quarterly by Comp1One, a division of Premier Health Networks, LLC.

All submissions, sponsorship inquiries and information regarding publication should be addressed to bethc@compone.org

Editor/Photographer: Beth Couch & submitted

Controlling Mold Growth Indoors (continued)

pounds which they can absorb. Critical to this process is the availability of moisture. Moisture is needed by the mold spores to sporulate or germinate and put out their root structure, called hyphae. From this hyphae will grow the rest of the fungal structure that will ultimately produce spores. Since most molds can grow in a similar environment to our normal indoor environment, in terms of temperature, lighting, oxygen demand, etc., the key to controlling mold growth is to control moisture.



Controlling moisture indoors involves all aspects of a building, from the roof to the basement or crawlspace. Proper maintenance of the HVAC systems is also critical to proper moisture control. With buildings being constructed of materials on which mold can grow and with a large number of potential moisture sources indoors, preventing mold growth indoors requires quick response to any water intrusions that occur.

It is estimated that hyphae can begin to grow from a mold spore in approximately 48 to 72 hours after depositing on a wet food source. Indoors, these food sources could be wet sheetrock or wallboard, wood studs, dust particulate within wet carpeting, wet ceiling tiles from a roof leak or dripping pipe, wet particulate matter within fiberglass insulation inside an air duct, as well as condensation of moisture on furniture, leather, paper, and other surfaces. This relatively short time frame in which to remove water from a spill or leak before mold growth begins to develop makes proper maintenance and inspection of a building so essential.

The term "toxic mold" developed from the fact that some types of mold that are recovered from water-damaged homes or offices produce a chemical that is toxic to humans, as well as bacteria and other microorganisms. Actually many types of mold produce these mycotoxins. They are produced by the fungus as a defense mechanism, perhaps when their environment is threatened by encroaching bacteria or other fungi, for example. Much is yet to be studied on the effects of inhaling mycotoxins.

You need not know what kind of mold is growing to know it needs to be removed. Visible mold growth indoors does not constitute a healthy environ-

ment. The sight or smell of mold should not cause panic to individuals, but at the same time, it should not be ignored. Water stains and mold growth should be investigated to determine their source and extent. If caught early enough, small areas of mold growth can be handled in an effective and inexpensive manner. The key for controlling future mold growth is to understand the water source that caused the mold growth so that it does not reoccur or become a larger problem. If mold growth and similar indoor air quality problems can be prevented, then health problems and related workers' compensation claims can be avoided.

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PICTURE OF THE QUARTER

2004 Lecture Series:



WORK COMP FOR SMALL BUSINESS

Join us, along with other business owners, managers, and supervisors, as Dr. William Walley and Dana Rutland share money saving tips on your workers' comp program!

Huntsville February 24, 2004 8:30 a.m. - 10:30 a.m.
Decatur February 24, 2004 2:00 p.m. - 4:00 p.m.
Scottsboro February 25, 2004 2:00 p.m. - 4:00 pm

\$15.00 (payable at registration)
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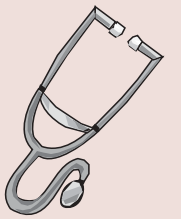
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Contact Dana Rutland at 256/532-2770 to pre-register.

Clinical Comments

Physiatry and Work Comp



DR. BRIAN CARTER
The Orthopaedic Center

What Is A Physiatrist?

A physiatrist is a physician specializing in physical medicine and rehabilitation. Physiatry is a specialty focused on prevention, diagnosis, and non-

surgical treatment of many disorders. Physiatry is a team oriented medical specialty that strives to promote a person's quality of life and functional outcomes. The goal is to restore optimal patient function in all spheres of life. The American Academy of Physical Medicine and Rehabilitation was formed in 1938. AAMP&R members formed the American Board of Physical Medicine and Rehabilitation, which was approved by the Advisory Board of Medical Specialties in 1947.

What Do Physiatrists Treat?

Physiatrists treat a broad range of medical disorders including amputations, arthritis, brain injury, burns, cancer, cardiac rehab, fibromyalgia, industrial injuries, neuromuscular disease, neuropathies, orthopaedic injuries, pain (acute and chronic), spinal cord injuries, and stroke.

Overall, Physical Medicine and Rehabilitation covers a wide range of medical fields and disorders. A vast knowledge of Orthopaedics, Neurology, Neurosurgery, Vascular Medicine, Occupational Medicine, and Pain Management is crucial. The primary role is restoring and maximizing function. There must also be a broad knowledge of musculoskeletal anatomy, kinesiology, and neuromuscular physiology. Physiatrists also have extensive backgrounds in the use of medications, selective injections, modalities, and therapeutic exercise.

Diagnostic Tools

Most general medical tools, such as patient history and physical exam, radiology, laboratory, ultrasound, and nuclear medicine are used, as well as specialized testing. Physiatrists commonly administer electromyography (EMG), nerve conduction studies (NCS), somatosensory evoked potentials (SSEP), and motor evoked potentials (MEP). There is a wide range of treatments.

Treatment Tools

Physiatrists commonly perform interventional procedures. These include, general joint injections (knee, shoulder, wrist), epidural steroid injections, radiofrequency lesioning, nerve blocks, intradiscal procedures (discogram), spinal cord stimulators, botox, and trigger point injections.

Some examples are medications, modalities, assistive devices (walker, brace), physical therapy, occupational therapy, traction, massage (therapeutic, neuromuscular), and acupuncture.

The major goal is to return the injured worker to employment without restrictions in the shortest time possible. Principles include teaching preventive techniques, ergonomic modification and analysis, maximizing worker's strength, flexibility, and conditioning, and work evaluation for prevention of future injuries. Restoring and maximizing function is the whole focus of a physiatrist's training.

Physiatry Tools

Physiatrists use physical therapy to aid the treatment process. This includes exercises, stretching, passive and active ROM, kinetics, and modalities.

Occupational therapy incorporates adaptive equipment, such as a splint. A functional ADL (work restriction) may be needed in the job and a work analysis may also be conducted to prevent any further injury.

Several kinds of bracing can be used for stability and proper healing of the injury. These include splints, static braces, and shoe orthotics.

Injections

There are many types of injections that physiatrists administer to patients. These include joint injection, trigger point injection, botox, epidural steroid injection, SIJ injection, and intradiscal procedures (discogram, IDET).

Electrodiagnostic Studies (EMG/NCS)

These include focal mononeuropathies (CTS), radioculopathies (cervical, lumbar), SSEP (spinal stenosis), and neuromuscular junction studies (MG, LES).

Medications

Physiatrists treat patients with a variety of medications, from pain relief to antidepressants. Common medications are NSAIDs, Muscle relaxers, topicals, atypical pain meds (ultram), and opioids.

Functional Capacity Evaluations (FCE)

FCE are a set of supervised functional activities that are designed to objectively assess ability to perform tasks. These tests also obtain behavioral information, such as symptom magnification. They measure the ability to perform physical demands of the job and determine the need for additional treatment. FCE's show ability to perform general categories of work and objectify the psychological influences that affect performance.

Functional Job Analysis

A functional job analysis is the process of identifying the maximum demands necessary to perform a job in terms of maximal forces required to push, pull, etc. safely, maximal tolerance to frequencies, and metabolic expenditures. This test's indications are the establishment of treatment goals, employer assistance in structuring modified duty positions, and identifying safety risks using industry standards.

Work Hardening

Work hardening is the interdisciplinary use of conditioning tasks. Work hardening provides a transition between acute care and RTW. It addresses the issues of productivity, safety, physical tolerance and behavior. There is also an interim and exit FCE that shows documentation of performance. Then specific recommendations for returning to work can be made.

Independent Medical Evaluations (IME)

IME is a physician evaluation by a non-treating physician. It provides an unbiased evaluation of the history, treatment records, tests, and examination of the patient. An IME gives accurate diagnosis and severity of the condition, and determines causality. Any further treatment recommendations, impairment rating, and work restrictions are given, if needed.

Physiatry is focused on return, restoration, and maximizing function. This is ideally suited to the industrial population and workers' compensation arena. A physiatrist has many tools and methods to help heal an injured worker and help return them to the workplace both quickly and safely.

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