

ENGLAND & ASSOCIATES

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‘Experience is not expensive.....it is priceless’

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EAssociates Rehab News

Holiday Edition



2015 was another year of progress and growth at England & Associates. Our Vocational Evaluators have expanded the firm's active practice in Family Law, Workers Compensation and Personal Injury. We would like to thank our customers and our clients for making this year successful.

Co-Evaluators & Multiple Rehabilitation Providers

Multiple Rehabilitation Providers & Reemployment Assessments:

In the years since the 2010 1st DCA Opinion in Hernandez v. Paris Industrial, we have seen JCC Orders that reference the specific language encouraging multiple Rehabilitation Providers in Florida's Workers' Compensation System.

One recent JCC Order in 2015 confirmed that two Providers may concurrently conduct an Initial Vocational Interview and Reemployment Assessment (REA). This process is nothing new for Rehabilitation Providers, Graduate Students, Interns, public firms or private agency practitioners. The practice of Co-Evaluation is not uncommon and it benefits the Injured Worker (IW). It is a Win / Win.

In 2015 we have seen JCC Orders that continue to confirm that Reemployment Assessments (REAs) may be conducted by more than one Rehabilitation Provider within a 12 month period. These JCC Orders usually reference the Florida Statute. They may refer-

ence the Opinion of the 1st DCA in Hernandez v. Paris Industrial.

Multiple Rehabilitation Providers & Vocational Evaluations:

The distinction between "Reemployment Assessment" and "Vocational Evaluation" in the Florida Statue has obtained further clarification through recent JCC Orders.

The Vocational Evaluation (VE) is conducted after the IW has been adjudicated or administratively accepted as Permanently Totally Disabled (PTD). When it appears that there has been a significant change in medical or vocational status, the employer / carrier may request the one "Annual" VE.

JCC Orders have confirmed that either the VE or the REA may require more than one session with the IW, especially when Vocational Testing is determined necessary.

There is no limit as to the number of Rehabilitation Providers conducting the "Annual" VE. One or two Rehabilitation providers may conduct the Interview, while another

credentialed Rehabilitation Provider may conduct Vocational Testing.

Florida Statute 440.15 (1) (e) limits the number of Vocational Evaluations. It does "not" limit the number of Rehabilitation Providers conducting the once "Annual" Vocational Evaluation (VE).

What is the value of this trend and emphasis on distinctions within the existing Statute?

(1) The expeditious completion of Reemployment Assessment (REA) or Vocational Evaluation (VE); (2) Updated REAs that reflect changing status; (3) Replacement REAs when Providers are not available; (4) Thorough and more professional REAs and VEs; (5) REAs and VEs that allow for application of special expertise of Providers with relevant credentials: CRC, CDMS, CCM, CVE, CRRN and COHN; (6) REAs and VEs with findings supported by objective facts that may assist the parties at Mediation or the JCC at Final Hearing; (7) Significant Cost Savings; (8) Expedited Final Case Closure of WC PTD Claims.

Vocational & Medical Rehabilitation Professionals

Bill R. England, MS, CRC, CDMS, CCM, OWCP RCC
 Daniel Giles, MA, CRC, CDMS, Vocational Evaluator
 Evelyn Byrd, Administrative Assistant
 Amy M. Ice, MA, CRC, CDMS, Vocational Evaluator
 Melody M. Mansour, MA, CRC, CDMS, Vocational Evaluator

Phyllis Rothman, RN, MS, CDMS, CCM, CLCP
 Traci Babcock, BA, Vocational Research Specialist
 Pamela Barnette, BA, MS, LMS Specialist
 Cindy M. Greene, Business Marketing Consultant
 Joshua J. Simon, LMS Research Specialist

EAssociates - Employee Updates

Evelyn Byrd:

We have obtained a very experienced Administrative Assistant in Evelyn Byrd. She worked for the City of Baltimore for 17 years, prior to her move to Florida. Evelyn joined the firm in 2015.



She will spend Christmas this year with her two sons in Baltimore, Maryland.

Daniel Giles:

Dan Giles has been with our firm since 2007. He continues to serve on the State Board of the Florida Chapter of IARP.



Dan performs evaluations within in Public and Private Sector disability systems.

Dan is the on-site Office Manager for our Palmetto Office. He spends his time away from the office playing music and working on his golf game. Dan plans on spending his holiday vacation in Georgia hunting with his family.

Phyllis Rothman:

Phyllis began working with England & Associates in 2003.



She continues to work with the firm providing Life Care Plans, Medical Cost Evaluations and Case Management Services.

Melody Mansour:

Melody began with the firm as an Intern in 2012. She is now in her second year as a full-time Evaluator.



Melody has obtained three Credentials: CRC, CDMS and DVR Certified Vocational / Work Evaluator. Melody has provided presentations on Private Sector Rehabilitation Services at USF. She provides Comprehensive Vocational Evaluation (CVE) and On-The-Job (OTJ) Evaluation services for our DVR Customers. She will spend the holiday with her fiancé and family.

Amy Ice:

Amy has been a Vocational Evaluator with England & Associates since April of 2013.

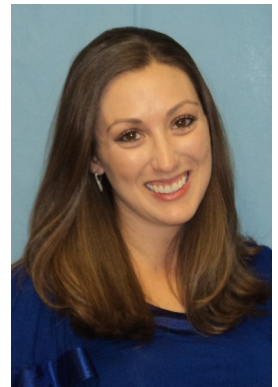


She provides Services within Worker's Compensation, Personal Injury and Family Law. She is the Board Secretary of the Florida Chapter of the International Association of Rehabilitation Professionals (IARP).

Amy provides campus presentations on Private Sector Vocational Rehabilitation at USF in Tampa for the Masters in Rehabilitation & Mental Health Counseling (RMHC) Program. This year, Amy's holiday travel has included North Carolina and Virginia. She plans on spending this Christmas with her family in North Florida.

Traci Babcock:

Traci Joined the firm in July of 2015 as an Intern from the USF MA program for Rehabilitation & Mental Health Counseling. She has focused primarily on work with the Division of Vocational Rehabilitation (DVR). Traci has worked as a Co-Evaluator, providing Comprehensive Vocational Evaluations (CVE) and On-The-Job (OTJ) Evaluations.



She will graduate in December 2015 with her MA in Rehabilitation & Mental Health Counseling. She obtained her CRC Credential in October 2015. She will spend time enjoying the holiday with her family.

Joshua Simon:

The most recent addition to our professional team is Joshua Simon. He began working as a Labor Market Survey (LMS) Specialist in August of 2015. Josh plans to attend St. Petersburg College. He will enjoy Christmas Break with family in a Gulf Beach Condo at John's Pass.

2015: Presentations, Conferences & Seminars

Professional Evaluators, Case Managers and Administrative Personnel were very involved with 2015 Conferences, Seminars and Presentations through-out the year. We developed a one hour presentation for "**Vocational Evaluations in the Private Sector**". The **Tampa Bay Chapter of the Case Management Society of America (CMSA)** was the first group to receive CEUs for RN, CRC, CVE and CCM Credentialed Case Managers. Tampa Bay CMSA hosted our presentation on 01/08/15. Attorneys at the Law Office of Harris & Hunt received CLE Credit on 02/26/15. The program was modified for the **West Coast Regional Case Management Association** on 05/05/15. The **Sarasota Bradenton Claims Association** was provided our presentation on 05/13/15. The final 2015 presentation was given to the **Marital & Family Law Section of the St. Petersburg Bar Association** on 10/08/15 as part of a half day program titled "**Show Me the Money**". Daniel Giles,

Amy Ice and Bill England, provided these programs, with flow charts, hand-outs and real world relevant case studies.

Bill England presented for the 6th year at the **Florida Bar WC Forum** on 04/09/15 at the Omni Orlando Resort. The program, **Trial Practice: Use of Vocational Experts** included the Participation of Gil Spruance, CCM, CRC, VE, WC Defense Legal Expert, David A. Lamont of the Bleakley Bovol Law Firm and Jeffrey Appel, Claimant Legal Expert with the Appel Harden Law Group. The program was well attended by over 100 interested WC Attorneys, Claims Professionals and Vocational Evaluators, including Daniel Giles and Amy Ice.

Bill England was recently invited for the 7th year to Moderate the panel in April of



2016. Trends in WC JCC Orders and 1st DCA Opinions will be referenced with actual case examples. Each year the program case summary, listings of JCC Orders and 1st DCA Opinions are posted on our Web Site for reference by Attorneys, Claims Professionals and Vocational Experts. Bill England will review 2015 OJCC Orders with **Reemployment Services** at the 2016 WC Forum. The 2016 Panel will include Bill England, Gil Spruance, Jeffrey Appel and Robert Grace on 04/07/16.

Bill England was invited by Dr. Tennyson Wright, Department Chairman, to join the 2015– 2016 **Professional Advisory Panel (PAC)** for the USF **Rehabilitation & Mental Health Counseling (RMHC) Program**. The Panel meets quarterly to provide input on Curriculum. Changes within course work implemented in the last year have included new emphasis on **Labor Market Survey (LMS) Research** and **Case Load Management**. Bill England was invited by Professor, Tammy Jorgensen Smith, Ph.D., to participate in a \$1,000,000 grant program at USF RMHC to increase the number of Rehabilitation Scholars. He will serve as a Professional Advisor on Private Sector preferences for Rehabilitation Scholars.

England & Associates donated a network version of our copyrighted office practice software, **Case Management Tracking System (CMTS)**. The software will be used in a new course that will expose graduate students to the concepts and practical issues of **Case Load Management**. Programmer, Dannie Kessie, has developed a new web site devoted to providing a demonstration of CMTS for graduate students and prospective CMTS buyers. He has converted the CMTS Manual to HTML format. When completed the demo will be accessible through linkage within our business Web Site.

Sarasota Bradenton Claims Association (SBCA) has two regularly attending Members, Daniel Giles and Amy Ice. We sponsored the Annual SBCA Golf Tournament on 09/18/15. Daniel Giles was our designated golfer at the tournament.

Vocational Evaluator, Daniel Giles, has volunteered to speak at graduate and undergraduate courses at the **USF RMHC Program**. Daniel Giles provided students with an exposure to **Private Sector Rehabilitation Practice** on 01/26/15, 04/22/15, 05/16/15 and 09/14/15. Vocational Evaluator, Melody Mansour, participated in presentations to students, with Daniel Giles, 02/15/15 and 10/05/15. Amy Ice will present at the Career & Lifestyle Assessments course on 12/03/15.

Daniel Giles hosted a **Palmetto Office Open House** on 06/26/15. Melody Mansour hosted our **Tampa Office Open House** on 07/24/15. These events offered Division of Vocational Rehabilitation (DVR) Customers an opportunity to view our office and testing facility. Daniel Giles, Amy Ice and Melody Mansour have each qualified as **DVR Certified Vocational / Work Evaluators**, through their experience at England & Associates.

England & Associates Evaluators attended the **2015 Workers Compensation Institute Conference** from 08/23/15 through 08/26/15. Daniel Giles, Melody Mansour and Amy Ice attended the **NE IARP District Seminar** on 04/21/15. Phyllis Rothman, Amy Ice, Cindy Greene and Bill England attended the **SE IARP District Seminar** on 11/13/15.

The 12/10/15 **Tampa Conference of the Workers Compensation Claims Professionals (WCCP)** will have two WCCP Members attending from England & Associates, Daniel Giles and Amy Ice.

England & Associates - Rehabilitation Services

Rehabilitation Services are provided by our Vocational and Medical Case Managers. Our professionals include: **Certified Rehabilitation Counselors (CRCs), Certified Disability Management Specialists, Labor Market Survey Specialists** and **Nurse Case Manager**.

We provide services in the Public and Private sectors. We can provide long-term services or limited task assignments, upon request.

Rehabilitation Service Venues include: Florida Workers' Compensation, Family Law, Auto Injury, Personal Injury, Jones Act, Longshore & Harbor Workers Act, Employee Discrimination and ADA Case Work. Testimony has been provided in State District Courts, Civil Court and Federal Court.

Medical Case Management Services are provided within all venues. **Nurse Case Manager**,

Phyllis Rothman, RN, MS, CDMS, CCM, CLCP, is an experienced Medical Case Manager, who will **expedite return to work** for Clients. She prepares Job Descriptions, Medical Review, Job Analysis Review, Work Releases, and documentation of Functional Capacity.

Preliminary Reemployment Services and Labor Market Survey Research provide a picture of current statistical information, Client Based and geographically specific Labor Markets. Vocational Evaluators may provide a **Preliminary Vocational Evaluation** with review of Depositions, Medical, and Employment Records.

Life Care Plans are prepared by our Nurse Case Manager, for case work in multiple venues.

Labor Market Surveys can be conducted for Plan Development or through Reemployment Services. Job openings are evaluated for client suitability on an individual basis.

England & Associates Offices are located in St. Petersburg, Palmetto and Tampa. We now serve the entire State of Florida and provide out-of-state case services upon request.



Season's Greetings

England & Associates

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See our Web Site for Referral Forms - <http://www.breaREHAB.com>