

ENGLAND & ASSOCIATES

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

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EAssociates Rehab News

Holiday Edition



2016 was a year of changes and growth for our professional personnel. We continue to staff three offices in the Tampa Bay Area. We have recently grown with five new professional staff in 2016. We thank all of our Customers, Clients and Colleagues for making this growth possible.



Evaluation Methodology & Scope of Inquiry

Reemployment Assessments in the Florida Statute 440.491 have always had a definition that was inconsistent with the professional literature of Vocational Rehabilitation. This has often been clarified with Judge of Compensation Claims (JCC) Orders.

Vocational Testing is not specifically referenced within the 440.491 definition of Reemployment Assessment. Vocational Testing has now been confirmed by multiple JCCs as part of the Reemployment Assessment.

Transferable Skills Analysis and Labor Market Surveys are found only within the definition of Reemployment Services. Any first semester Graduate Student could tell you that an Assessment would be incomplete without a **Transferable Skills Analysis** and **Labor Market Survey**.

Multiple Practitioners are often involved with public and private sector Evaluations. This concept continues to evolve in Florida Workers' Compensation.

20 Published Methods of Vocational Evaluation can be found in the literature of Vocational Rehabilitation. The two most frequently referenced methods originated at the University of Florida in Gainesville. Dr. Horace Sawyer developed RECAM in 1986. Dr. Rick Robinson advanced Vocational Evaluation Methodology in 2011 with VRAM. The Core Variables of VRAM were reviewed nationally by Vocational Rehabilitation Evaluators. This method has been peer reviewed and published.

Dr. Robinson has lectured in Florida and across the country to share this methodology known as Vocational and Rehabilitation Assessment Method (VRAM).

Florida Statute 440.491 (7) states that the JCC may not adjudicate PTD until or unless the carrier is given the opportunity to provide a Reemployment Assessment. When Attorneys arbitrarily restrict the Initial Interview inquiry of Rehabilitation Providers, it would appear

that they are effectively delaying the adjudication of their Client's case.

Claimant Attorneys that restrict the scope of Initial Vocational Interviews by obstructing medical history topics, activity of daily living, subjective report of Physical Tolerances, detailed work history and other topics are not allowing Rehabilitation Providers to complete the Reemployment Assessment and develop a vocational rehabilitation plan, **{440.491 (1) (d)}**.

Vocational Interview and Vocational Testing obstruction may preclude the Rehabilitation Provider from providing a complete and ethical Reemployment Assessment, Reemployment Services or Vocational Evaluation as required by the now mandated provider credentials: CRC, CCM, CDMS, CVE **{440.491 (c) (1.->6.)}**.

Florida Daubert Standard requires that Experts apply their professional methodology to the facts of the case **{Florida Evidence Code: 90.702}**. Less interference could be a win / win for everyone.

Vocational & Medical Rehabilitation Professionals

Bill R. England, MS, CRC, CDMS, CCM, OWCP RCC
 Daniel Giles, MA, CRC, CDMS, Vocational Evaluator
 Evelyn Byrd, Administrative Assistant
 Manjiri S. Jakhadi, MA, CRC Vocational Evaluator
 Alexandra Mroz, MA, Vocational Evaluator

Phyllis Rothman, RN, MS, CDMS, CCM, CLCP
 Tiffany Haynes, BA, USF RMHC Intern & Co-Evaluator
 Zach Hoge, BA, USF RMHC Intern & Co-Evaluator
 Cindy M. Greene, Business Marketing Consultant
 Joshua J. Simon, LMS Research Specialist

EAssociates - Employee Holiday Updates

Evelyn Byrd:

Evelyn the firm's Administrative Assistant and Corporate Secretary. She obtained her Notary Certificate in 2016.



She is planning fun and food logistics for our Christmas Party. This year's challenge will be a barbeque potluck with vegan, vegetarian and meat eaters...!!

This Christmas she plans on spending some quite time at home for rest and relaxation

Daniel Giles:

Daniel recently began his 9th year at England & Associates. He continues to manage the Palmetto Office. He has participated in conferences, seminars and provided presentations at USF RMHC in 2016.

The steak and ribs will be managed by Daniel at the Christmas Party. Daniel has planned on a week's vacation at the family hunting lodge in Plains, Georgia. Should all go well, there is a possibility of venison for the grill at the Annual Christmas Party. Daniel is expecting his first son, Gunnar James Giles, in February.

Alexandra Mroz:

Alexandra prefers to be known as "Ola". She graduated from USF Tampa with her MA in Rehabilitation & Mental Health Counseling (RMHC) in August of 2016.

She is now working full-time in the St. Petersburg Office. She works with her Supervisor, Daniel Giles, on Florida DVR Comprehensive Vocational Evaluations.

Ola participates as a co-evaluator on Workers' Compensation and Family Law Case Work. She is developing new skills with Representative Job Analyses, Transferable Skills Analysis and Plan Development LMS Research work.



Ola has planned an entire week for survival training in December. She will have a traditional Polish dinner, known as "wigilia", with her family on Christmas Eve.

Tiffany Haynes:

Tiffany joined our firm in 2016 as the second USF RMHC Graduate Student. Tiffany plans to graduate in the Spring of 2018. She has a BA in Psychology from Emory University.



Tiffany works as a Vocational Case Manager and LMS Research Specialist. She continues to develop her professional skills as a Rehabilitation Counselor.

For the holidays, Tiffany is visiting her mother and sister in Mississippi.

Zach Hoge:

Zach joined the St. Petersburg office in January of 2016 as a Graduate Student Intern from the USF RMHC Program. He has participated as a Research Specialist, Vocational Case Manager and Vocational Test Administrator.

Zach Hoag plans to complete his 600 hour Graduate Internship at our St. Petersburg Office.

Manjiri S. Jakhadi:

"MJ" as we prefer to call Manjiri traveled the greatest distance to join our firm in 2016. She obtained her Bachelor of Home Science in Human Development (BHSHD) at Sir Vithaldas Thackersay College in Mumbai, India. She then obtained a MA in Counseling Psychology at Shrimati Nanavati Damodar Thackersay University in Mumbai, India. In 2014 she obtained her MA in Rehabilitation & Mental Health Counseling (RMHC) from USF in Tampa. MJ works Part-Time in the St. Petersburg Office as a Co-Evaluator, Test Administrator and LMS Research Specialist in Family Law and Workers' Compensation Case Work. She is traveling to India for the holidays with her husband and five year old daughter.

Joshua Simon:

Joshua continues to work with us for a second year at the St. Petersburg Office. He has become a valuable member of our Placement Services and Labor Market Survey (LMS) Research Team. He has pursued a major in Business with a minor in Marketing.

He plans to enjoy a holiday break from his study at St. Petersburg College. He will be helping his grandfather install new LED Christmas Lights.

2016: Presentations, Conferences & Seminars



Bill England, MS, CRC, CDMS, CCM, presented for the **7th Year** at the **Florida Bar WC Forum** on 04/07/16 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, Robert J. Grace, Jr., of the Bleakley Bovol Law Firm and Jeffrey Appel, Claimant Legal Expert with the Appel Harden Law Group. The program was attended by over 120 interested WC Attorneys, Claims Professionals and Vocational Evaluators.

Vocational Evaluator, Daniel Giles, MA, CRC, CDMS, has presented at graduate and undergraduate courses at the **USF Rehabilitation & Mental Health Counseling (RMHC) Program**. Daniel Giles provided students with an exposure to **Private Sector Rehabilitation Practice**. Alexandra Mroz, MA, joined Daniel on 11/17/16 as a co-presenter on topics including Job Analyses and Forensic Labor Market Survey (LMS) Research.

Bill England, MS, CRC, has served on the **USF RMHC Professional Advisory Committee** for the last three years. This Committee has advised the program on Curriculum needs for the private and public sector. Bill England participated with the **Council on Rehabilitation Education (CORE) Accreditation Site Visits** in February of 2016 in his role as an Employer and Internship Supervisor. The USF RMHC program now has dual accreditation with CORE and the Council on Accreditation of Counseling Related Education Programs (CACREP). Graduates may pursue Vocational Rehabilitation Services or Mental Health Counseling.

USF RMHC Professors, Tammy Jorgensen Smith, Ph.D., CRC, and Christina Dillahunt-Aspillaga, Ph.D., CRC, secured a **\$1,000,000 Grant for Rehabilitation Scholars** from the **Federal Rehabilitation Services Administration (RSA)**. Bill England, MS, CRC, serves on the RSA Scholarship Committee as a Professional Advisory Committee (PAC) Member. The funds are distributed in Scholarships of up to \$28,000 to graduate students in the USF RMHC Program that are pursuing employment in Vocational Rehabilitation. It is expected that the Grant will fund 36 RSA Scholarship Grants. Applicant requirements include scholastic achievement, letters of recommendation and commitment to the RMHC Program. RSA Scholarship recipients are required to remain employed for at least 4 years in either a Public or Private Vocational Rehabilitation position to keep the \$28,000 scholarship at no cost. England & Associates hired two RSA Scholars in 2016.

Bill England was recognized as an **"Outstanding Community Partner"** on 11/18/16 by the USF Rehabilitation & Mental Health Counseling Program and Department of Children & Family Studies within the USF College of Behavioral & Community Sciences. Bill England has provided paid Graduate Internships to RMHC Program Students since 2007. He has hired numerous part-time and full-time MA RMHC Graduate Students over the last 9 years. Currently three RMHC MA Graduates and two Graduate Students work at the England & Associates St. Petersburg Office.

Case Management Tracking System (CMTS) software was donated to the USF Rehabilitation & Mental Health Counseling Program in 2016. The software can be used by students to develop an exposure to "case load" management. It has become part of the curriculum for a recently developed course in the MA RMHC Program. This office practice software was developed for Medical and Vocational Case Management in 2007. It has been copyrighted since 2007. Features include date stamped notes, multiple format invoice creation, account receivable tracking and monthly services tracking for multiple case managers serving individual or groups of Clients. CMTS maintains access data base listings of physicians, attorneys, carriers, case management firms, individuals and other professionals.

Daniel Giles, Bill England and Cindy Greene attended the **2016 Workers Compensation Institute Conference** from 08/21/16 through 08/24/16. They volunteered time at the Florida Chapter of IARP Conference Booth. Bill England Chaired the IARP Legislative Committee Meeting, with the Florida Chapter of IARP Lobbyist, Fausto Gomez, on 08/22/16. The Legislative Committee of the Florida Chapter of IARP confirmed their Agenda for the **2017 Legislative Session**. The impact of the 2016 Castellanos Supreme Court Decision and Westphal Supreme Court Decisions were reviewed at the Legislative Committee Meeting. The Florida Chapter of IARP State Board Meeting was attended by Daniel Giles, President-Elect, 2017– 2018, Bill England, Board Member / Legislative Chair, 2016– 2017, Suresh Lama Tamang, Intern and Cindy Greene.

Bill England met with Tanner Holloman, Director of the **Florida Division of Workers' Compensation** and Stephen Yon, **Employee Assistance Bureau Chief** on 08/23/16. Topics included Injured Worker (IW) Reemployment Services, DWC 'Outreach' efforts to inform IWs of Services available and Rehabilitation Vendors.

Daniel Giles, Bill England, Cindy Greene and Phyllis Rothman attended the **NE IARP District Seminar** on 04/19/16 at Brooks Rehabilitation Hospital in Jacksonville. Manjiri Jakhadi, Alexandra Mroz, Daniel Giles, Cindy Greene and Bill England attended the **17th Annual SE IARP District Seminar** on 11/04/16 in Sunrise, Florida. There were over 200 Adjusters, Medical Case Managers and Vocational Rehabilitation Providers in attendance for the all day seminar. There were over 35 medical and case management vendor sponsors.



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 Tampa Bay, the entire State of Florida and provide out-of-state case services upon request.



Season's Greetings

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