

ENGLAND & ASSOCIATES

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'EXPERIENCE IS NOT EXPENSIVE.....IT IS PRICELESS'

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EASSOCIATES REHAB NEWS

Happy Holidays ! & Seasons Greetings !

2012 has been another memorable year for continued progress in our Central Florida offices. Our referral sources, customers, and networking contacts, have continued to keep our offices busy throughout 2012.

We appreciate the confidence in our services and continued referrals. May you all have a wonderful Holiday Season and a Fantastic 2013!

Florida WC Legislative Changes for Rehabilitation in 2012

The 2012 Legislative Session resulted in more unexpected changes for 440.491. This is the second year that changes in the WC Statute have had an impact on Rehabilitation Providers and their case work. This year's changes were significant for the elimination of the **Bureau of Rehabilitation & Reemployment Services (BRRS)**. Many of the BRRS employees were able to move to DVR, DWC and other positions within the State.

Injured Worker **Screening for Reemployment Services** are now conducted through the DWC's Rehabilitation Services Bureau, managed by the DWC Bureau Chief, Stephen Yon. The transfer of responsibility, mandated by the House and Senate, became effective July 1, 2012. Stephen Yon was previously responsible for the **DWC Employee Assistance & Ombudsman Services** for Injured Workers, initiated primarily through response to 800 phone requests.

The **Department of Financial Services (DFS)** is now "the Department" referred to in the Florida Statute 440.491 and no longer is the Department of Education or DVR involved directly.

The **Legislative Changes** to 440.491 include a new Statutory requirement that all Rehabilitation Providers have at least one of six national credentials, including:

1. **Certified Rehabilitation Registered Nurse:** CRRN
2. **Certified Rehabilitation Counselor:** CRC
3. **Certified Case Manager:** CCM
4. **Certified Disability Management Specialist:** CDMS
5. **Certified Vocational Evaluator:** CVE
6. **Certified Occupational Health Nurse:** COHN

Providers now have a new name, "if" one of the Credentials are held, "**Rehabilitation Provider**". They are **RPs** not **QRPs**.

The **Department of Education (DOE)** no longer maintains a list of providers (**QRPs**) through BRRS. The lists of Credentialed Rehabilitation Providers (**RPs**) are available through the credentialing commissions for each of the six credentials. Web Sites offer verification of credentials 24/7.

Review Committees exist that evaluate complaints and may ultimately suspend or remove credentials. Each organization has its own methods of monitoring continued education requirements, review of transcripts, and examination.

Administrative Rules were transferred in from the responsibility of DOE to DFS and the Division of Workers Compensation (DWC). The Director of DWC, Tanner Holloman, has confirmed that the Administrative Rules in **Chapter 69L-22** will be modified through Public Hearing. In the interim they create some practical conflicts, issues of implementation and definition. Administrative Rules can be viewed on-line.

Vocational & Medical Rehabilitation Professionals

Bill R. England, MS, CRC, CDMS, CCM, OWCP RCC
Phyllis Rothman, RN, MS, CDMS, CCM, CLCP
Daniel Giles, MA, CRC, DVR Vocational / Work Evaluator
Leah Braswell, BA, Administrative Assistant
Farrah M. Nolan, BA, Vocational Case Manager

Liz England, BA, MS, Administrative Assistant
Pamela Barnette, BA, MS, LMS Research Specialist
Devon Willette, BA, MA, CRC, Vocational Evaluator
Danny Kessie, CMTS Software Programmer
Marian England, Business Marketing Consultant

EAssociates - Employee Holiday Spotlights:

Leah Braswell:



This Holiday Season brings the beginning of Leah Braswell's third year at England & Associates. She has become known as the "go to person" to expedite referrals and confirm critical scheduling.

Leah Braswell has become well known to many of our referral sources. She can place a DVR Exit Conference on the Calendar before the Final Testing Session is completed. Evaluators now know they need to check their calendar on a regular basis for new scheduling.

She insures that new employee orientation covers all the basics on building keys, network codes, passwords, and security ID. Leah is also the resource for explanation of electronic time sheets and paid holidays.

Daniel Giles:

The Palmetto Office has become known as the "home base" for our DVR Certified Vocational / Work Evaluator, Daniel Giles. This Holiday Season has already found Daniel in Georgia, again tracking Deer. They seem to know when he is in the Georgia woods tracking.

Daniel Giles will continue his 6th year with England & Associates. He was also an Intern while in graduate school at USF.

When opportunity arises Dan is glad to share his case work experiences with graduate students, and our Interns from USF. He has presented lectures to graduate students on Vocational Evaluations, Transferable Skills, Vocational Testing, and Labor Market Survey Research.



Farrah Nolan:



Farrah Nolan joined our team in 2012 as a Vocational Evaluator and Vocational Case Manager. She is completing her Master Degree in Rehabilitation and Mental Health Counseling at the University of South Florida. She will graduate in May 2013. She takes the CRC Exam in March 2013.

She participated in an Internship at The Children's Rights Council in Washington, DC. She worked as a Legislative Liaison in the Capital.

Farrah has previous experience as a Case Manager and Counselor at Mental Health Care in Tampa. She was employed in the Children's Crisis Stabilization Unit.

In her role as a Vocational Case Manager, she is now responsible for performing complex File Reviews, Testing, Labor Market Research, and Evaluations.

In her free time Farrah enjoys playing volleyball, kayaking, and other outdoor activity. She received a 2 year college scholarship for playing 'very' competitive volleyball on campus at St. Petersburg College.

Devon Willette:

This year Devon Willette celebrated her graduation from USF with a Masters Degree in Rehabilitation & Mental Health Counseling. Her Practicum and Internship were completed at England & Associates.



Devon Willette is now a full-time Vocational Case Manager and Evaluator. She completed her CRC exam in July of 2012. She works with Family Law, Personal Injury, WC, and DVR Case Work.

England & Associates Two Offices Service Central Florida

The Manatee County Office of England & Associates was first opened in Ellenton. In 2011 we moved to the current Palmetto location. The two office suites and Conference Room allow for Vocational Testing, Initial Interviews and will accommodate multiple Client meetings. The St. Petersburg main office is home to four Vocational Evaluators, and has two Conference Rooms to accommodate Vocational Testing and Interviews.

Florida Bar Forum, USF Presentations, FWCI Conference & IARP Seminars

England & Associates participated in several professional venues during 2012. Bill R. England, MS, CRC, organized an **Expert Vocational Panel** for the 3rd year at the **Florida Bar Forum** in April 2012. The Expert Panel presented four areas of Vocational Expert Testimony concerned with specific examples of Workers Compensation (WC) Judge of Compensation Claim (JCC) Orders and 1st District Court of Appeals Opinions. You may view the specific JCC case legal references at our web site: <http://www.breaREAB.com> and download 1st DCA Opinions.

The **Careers in Counseling** course at University of South Florida has been provided each Semester and Summer Sessions by John J. Bosworth, MA, LMHC, from 2005 through 2012. Mr. England has presented as a regular guest lecturer annually on 'private sector careers' each semester and during the Summer Session.

Professor, Tammy Jorgensen Smith, Ph.C., CRC, has invited Mr. England to speak in 2012 at her second year Graduate Course on **Career & Lifestyle Assessment**. This course involves Vocational Assessments, Transferable Skills Analysis, Job Analysis and Rehabilitation Plan Development. Mr. England provides a comprehensive lecture, using real life examples of full-service **Personal Injury Vocational Evaluations**, with Transferable Skills Analysis, Labor Market Survey (LMS) Research, and including **Life Care Plans** completed with our Nurse, Phyllis Rothman, RN, MS, CCM, CDMS, CLCP. This lecture has developed enthusiasm for private sector case work with graduate students.

Sr. Vocational Evaluator, **Daniel R. Giles, MA, CRC**, has attended the **Florida Workers Compensation Institute** for several years as an IARP Volunteer, Membership Chair, and participant in FWCI Courses. This year Mr. Giles and Mr. England attended several presentations, including "**Meet the Regulators**", which resulted in an opportunity for face-to-face meetings with the Director of the Division of Workers Compensation (DWC), Tanner Holloman; Assistant Director, Andrew Sabolic; and the Reemployment Services Bureau Chief, Stephen Yon.

Four members of England & Associates attended the **FWCI Conference** for three days in Orlando, including: Devon Willette, Vocational Case Manager & Evaluator; Leah Braswell, Rehabilitation Administrative Assistant; Daniel Giles, Vocational Evaluator; and Bill England, Director of Rehabilitation Services. Daniel Giles organized an **IARP Membership Reception**. Mr. England participated with the **Legislative Committee's Meeting** with the Division of Workers Compensation, including the Director, the Assistant Director and the Reemployment Services Bureau Chief. The Committee offered to participate in the development of new Administrative Rules.

Labor Market Surveys: Plan Development & Reemployment Services

Labor Market Survey (LMS) has become an increasingly important item of documentation within all jurisdictions of Rehabilitation case work. We have found that relevant, effective, and defensible LMS work requires well documented medical file review and analysis of Vocational Factors.

We are able to begin the **Plan Development LMS Research** process following the Vocational Interview and review of Medical Records.

Reemployment Services are generally initiated after receipt of

case medical and Vocational Evaluation records. The Florida WC System often involves two Rehabilitation Providers as a result of the restriction that the Evaluator may not provide Reemployment Services, if the Injured Worker's services are not initiated within 60 days of the Injury {FS 490.491 (5) (d)}.

Family Law case work has a focus on answering three distinct questions with LMS Research: **1.** Are the Jobs Open and Available? **2.** May the Client "physically" perform the Jobs identified? **3.** Does the Client have Vocational Capacity

to obtain the necessary skills and perform the Job identified? **Job Openings, Physical Capacity** and **Vocational Factors** remain very relevant. The wages are significant in Family Law Case Work. Analysis may document imputed wages that result in a reduction of alimony.

Personal Injury case work has an emphasis on scrutiny of Job Availability, Existence of viable Labor Market, Wage Rates, Salary Analysis, Physical Ability and Vocational Testing, and documentation of Vocational Factors Analysis in a verifiable objective manner.

England & Associates - Rehabilitation Services

Rehabilitation Services are provided by Vocational and Medical Case Managers, including our professional **Certified Rehabilitation Counselors**, or a **Licensed Nurse Case Manager**, who pursue case work in the most cost effective manner to achieve the customer's objectives. We provide our Services in both the Public and Private Sector. We can provide long-term or short-term Case Management.

Best Wishes
for
Happy Holidays
and a Wonderful
New Year 2013!!

Rehabilitation Service Venues include: Florida Workers Compensation, Family Law, Auto Injury, Personal Injury, Longshore & Harbor Workers Act, Jones Act, Social Security, Florida and out-of state Workers' Compensation.

Our primary referral sources are Attorneys and Insurance Carriers. We have expanded to provide services through the Social Security Administration, and the Florida Division of Vocational Rehabilitation (DVR). We also accept private-pay referrals.



Medical Case Management Services are provided within all venues. Our **Nurse Case Manager** Phyllis Rothman, RN, MS, CDMS, CCM, CLCP, is an experienced Medical Case Manager, who will **expedite return to work** for Clients when obtaining review of Job Descriptions, Work Capacity, Work Releases, and documentation of Functional Capacity.

Life Care Plans can provide useful information for planning budgets, setting reserves, or negotiating settlements. Our Nurse is a Certified Life Care Planner (CLCP) with over 30 years of professional experience and expertise in Medical Case Management Service.



England & Associates is centrally located in the city of St. Petersburg, Florida. We provide Vocational Evaluation Services, Reemployment Services, and Medical Case Management primarily in West Central Florida. We serve the entire State and provide out-of-state case services upon request from our referral sources.

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