



August 2009

Non-Compensable Injuries... Who's Responsible?

Allen Occupational Health strives to assist our companies in determining causation for every injury. Mitigating unnecessary work comp claims and providing quality care to injured employees is our philosophy of care.

According to the Iowa Statute 85.27, "The employer provides medical care reasonably suited to treat the employee's injury, and has the right to choose the medical care... The law provides for the payment of all reasonable and necessary medical care incurred to treat the injury." Thus the employer/comp carrier is responsible up to the point that they conclude it is non-compensable. The key is that the employer directs care, even during the investigation process. Therefore, the company is responsible for payment of medical services.

To further clarify, if care has been authorized by the employer, the work comp insurance carrier, the company, or case manager the company is responsible for payment of those authorized services. If the employer/insurance carrier denies a claim, then further treatment should not be authorized. Upon denial of a claim the company is responsible to notify our clinic. Until such notification all authorized visits will continue to be billed to the company.

We hope that this clears up any misunderstandings about our billing process. We appreciate your cooperation in this matter. Please feel free to contact Natalie Kracht at 319.215.9573 should you have any questions.

HUMAN RESOURCE AND WORK COMP STRATEGIES **Tuesday, September 15, 8:00am - 1:00pm** **McBride Auditorium, Allen College**

Join Allen Occupational Health and Cedar Valley SHRM as we bring together industry experts that will provide you timely information designed to help you stay tuned in to best practices in human resource management. From OSHA record-keeping tips to navigating through the maze of FMLA/ADAA/Work Comp laws to providing you legislative updates on employee law, this seminar will prove to provide you with straight answers to some of your toughest HR questions.

OSHA Recordables: Anne Jackson, Iowa Division of Labor

This must-attend training program features a comprehensive update on the very latest changes in OSHA rules and guidelines assisting you in maintaining OSHA compliance and a safer workplace.

The FMLA/ADAA/Work Comp Triangle: Kami Lang, IHS, Corporate Attorney

This seminar will help identify key changes in FMLA as well as clarify how the new ADA and FMLA impacts workers' compensation.

Cedar Valley SHRM Meeting & Legislative Update: Mark P. A. Hudson, Shuttleworth & Ingersoll, P.L.C

Cedar Valley SHRM will host guest speaker Mark P.A. Hudson who will give an employment law legislative update.

Continental Breakfast and Lunch will be provided. Please visit www.allenocchealth.com for more information and to register for this seminar. Space is limited.

Upcoming Events

First Aid/CPR Class

- Friday, August 14, 2009
8 - 1 p.m. Medical Staff
Classroom
(Call 235-3523 to register)

Wellness Symposium

- Thursday, August 20, 2009
8:30 - 11:30 a.m.
AEA 267 Cedar Falls
Conference Ctr Rm B
(To register email:
maria.drees@nfmn.com)

Human Resource and Work Comp Strategies 1/2 Day Conference Hosted by Allen Occupational Health

- Tuesday, September 15, 2009
8 - 1 p.m.
Allen College,
Gerard Hall
(To register visit
www.allenocchealth.com)

*Hosted by Allen Occupational Health and
Society of Human Resource Managers
(SHRM)*

Training Certification for Drug-Free Workplaces

- 2 hr. Initial Training - \$34 per person
- Oct 15, 8-10 a.m. Medical Staff
Classroom
 - Nov 12, 8-10 a.m. Medical Staff
Classroom
- 1 hr. Annual Training - \$22 per person
- Oct 16, 8-9 a.m. Medical Staff
Classroom
 - Nov 13, 8-9 a.m. Medical Staff
Classroom

*All registration information for classes listed
above can be found at
www.allenocchealth.com.*

**ACT DEFENSIVELY! Don't let the flu bug affect your productivity...
Schedule your flu shots today!**

The flu is costly for both workers and employers. Employees are more likely to spread the flu because sick workers are less likely to stay home. As they unknowingly infect other workers, the employer's losses can multiply exponentially.

Visit www.allenocchealth.com for more information on how to register your company for flu shots.

Please note: Allen Occupational Health cannot accept Personal Health Insurance for payment of Flu Vaccinations. Thank you for your cooperation.

Novel H1N1 Vaccine

Source: Central for Disease Control, <http://www.cdc.gov/h1n1flu>

Every flu season has the potential to cause a lot of illness, doctor's visits, hospitalizations and deaths. CDC is concerned that the new H1N1 flu virus could result in a particularly severe flu season this year. Vaccines are the best tool we have to prevent influenza. CDC hopes that people will start to go out and get vaccinated against seasonal influenza as soon as vaccines become available at their doctor's offices and in their communities (this may be as early as August for some). The seasonal flu vaccine is unlikely to provide protection against novel H1N1 influenza. However a **novel H1N1 vaccine is currently in production and may be ready for the public in the fall**. The novel H1N1 vaccine is not intended to replace the seasonal flu vaccine – it is intended to be used along-side seasonal flu vaccine.

The groups recommended to receive the novel H1N1 influenza vaccine include:

- **Household contacts and caregivers for children younger than 6 months of age Healthcare and emergency medical services personnel**
- **Healthcare workers and emergency medical services personnel**
- **All people from 6 months through 24 years of age**
- **Persons aged 25 through 64 years who have health conditions associated with higher risk of medical complications from influenza**
- **Pregnant Women**

For more information see the CDC press release [CDC Advisors Make Recommendations for Use of Vaccine Against Novel H1N1](#).

Wellness Symposium - Thursday, August 20th 8:30am - 11:30am

*sponsored by Group Benefit Design Corporation in cooperation with
Wellmark Blue Cross Blue Shield*

It comes as no surprise that a healthy workforce has several benefits for employers. To help you learn more about planning, implementing, and evaluating results-driven worksite wellness programs, please join Group Benefits Design Corporation & Wellmark Blue Cross Blue Shield's Health & Wellness Management experts as they host their first annual Wellness Symposium. This event will expose you to the practical tools and resources for developing a successful worksite wellness program and introduce you to the personnel that are available to assist you in this process. The subject matter discussed will be relevant to attendees regardless of your insurance provider.

REGISTER BY EMAILING: maria.drees@nfmn.com