

## Fitness For Duty Evaluations

# Equipping Employers With the Ability to Make Informed Employment Decisions

When an employee's ability to work comes into question, steps need to be taken to ensure the individual is able to safely perform their job duties, and that the workplace is safe. Employers require access to an unbiased, professional evaluation that gives them the information they need to make confident employment decisions.

## R3 Continuum can help.

R3c's Fitness for Duty Evaluations (FFD) provide employers with access to a highly specialized medical-legal examination that is designed to assess an individual's ability to perform the essential functions of their job. Additionally, should there be concern of violence, R3 Continuum offers a violence screen (VS) overlay option that assesses imminent violence risk indicators.

### When to Request a Fitness for Duty Evaluation:



Employee  
Returns from an  
Extended Leave



Proof of  
Employee's  
medical or mental  
health condition



Noticeable  
Change in  
Employee's  
Behavior

### When to Request a Fitness for Duty Evaluation with Violence Screening



Concerns  
About Anger,  
Hostility,  
or Threats to  
Harm Others



Employee is  
Preoccupied  
With Revenge,  
Anger, or  
Having Been  
Wronged.



Employee  
Demonstrated  
Harassing,  
Stalking, or  
Obsessive  
Behavior.



Employee  
Acted in  
an Unusual  
Manner or has  
Been Agitated.

### Components of Fitness For Duty Evaluation (FFD)

- Face-to-face, clinical interview of the employee
- Psychological/neuropsychological testing and assessment depending on specialty
- Diagnosis, treatment plan, and estimated time-frame for recovery
- Functional limitations and restrictions *as applicable*
- Recommendations provided for workplace modifications and treatment
- Collateral interviews *as requested* with treating providers, family, friends, or co-workers

### Components of Fitness For Duty Evaluation with Violence Screen (FFD-VS)

FFD-VS includes all of the same components as a standard FFD, with the addition of the following:

- Screen for and identify prominent and foreseeable violence risk factors
- Identify and screen for prominent any functional limitations and restrictions specifically related to problems with anger, hostility, or aggression and the predictable impact on work performance
- Recommendations for workplace safety

Help ensure your company has  
the ability to make informed  
employment decisions.