

Marijuana Still #1 Positive Drug...barely



According to a leading laboratory's Drug Testing Index, Hydrocodone and Oxycodone are moving in on Marijuana's number one spot for positive drug test results in the workplace. *Source: Working Partners Quest Diagnostics*

The study also found that random testing resulted in almost twice as many positives than pre-employment. The percentage of positive post-accident tests was even higher. More businesses are reporting signs of prescription drug abuse, yet most employers are unaware that Hydrocodone and Oxycodone do not show up in a Florida Drug Free Workplace 5, 8, or 10 panel drug test. To reveal these drugs employers should consider adding expanded opiate testing.

Woman Hurt During Sex Wins Workers' Comp Suit



An Australian female civil servant won compensation for an injury sustained while having sex on a business trip. The Australian Federal Court ruled the woman was entitled to compensation claim for facial and psychological injuries suffered when a light fixture fell off the wall and on top of her in a motel room bed where she was having sex with a male friend. Because the woman had been on a work trip, the judge made the decision to compensate her for the incident. "If the applicant had been injured while playing a game of cards in her motel room, she would have been entitled to compensation," Justice John Nickolas said. *Full Story: <http://careers.yourmoney.ca/2012/05/the-best-tv-workplace.html>*

WORKER'S COMP COSTS...

SUNCOAST/EMPLOYERS TAKE CONTROL



Employers have a much better chance of controlling costs and reducing case length if they develop a partnership with a medical facility knowledgeable in the area of Worker's Comp. The medical record produced directly after injury occurrence can contain information helpful to the employer.

- Resist the "easy fix" temptation of sending employees to emergency rooms unless absolutely necessary....**WHY?..because** E.R. costs are much higher, reports tend to be less detailed and less specific and therefore less useful for workers' comp purposes.

There is a reason Suncoast Urgent Care & Occupational Health has so quickly become the provider of choice for so many Employers, Municipalities, PEO's & Insurance Carriers.

FOR INFORMATION CALL:
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SERVING

Pasco, Hernando, N/W Hillsborough, N. Pinellas and S. Citrus Counties

"If it can be dreamed - - - it can be done."

THE SAFETY CORNER?

Did You Know...

If you implement a "Certified" Drug Free Workplace program, your Work Comp carrier is required to provide a (5% premium savings)

To qualify for this credit, a business must have a "written", state certified drug free workplace program that complies with the Florida workers' compensation statute [440.102](#). In addition to the written program, the following testing methods are required:

1. Job applicant drug testing.

--An employer must require job applicants to submit to a drug test

2. Reasonable-suspicion drug testing

--An employer must require an employee to submit to reasonable-suspicion drug testing.

Continued - See Safety Corner page 2

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Occu-News

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**YES
MODIFIED
DUTY**

**NO
MODIFIED
DUTY**

1. Are there other employees who perform the same position? Yes ___ No ___
2. Can restrictions be accommodated? Yes ___ No ___
3. Can the employee return to original position (with or without accommodation) within 90 calendar days? Yes ___ No ___
4. Is the employee able to continue work in his/her own department? Yes ___ No ___
5. Is the employee able to perform a position in another department? Yes ___ No ___
6. Can the employee fill another position without accommodations? Yes ___ No ___
7. If there are other employees on modified duty, does the addition of this employee allow service continuity without adverse effect? Yes ___ No ___
8. If you accommodate this employee, will the effect on the morale of other employees be positive? Yes ___ No ___
9. Will the injured employee be motivated to recover and return to his/her regular responsibilities? Yes ___ No ___
10. Will the cost impact be offset by the value of the duties performed? Yes ___ No ___

- If you were able to answer "Yes" to most of the questions above, the employee's participation in your company's Modified Duty program may be appropriate.
- If the majority of your answers above were "No," then modified duty may not be indicated at this time

MODIFIED DUTY PROGRAMS WORK...

Modified duty means altering the current job to meet medical restrictions or temporarily transferring the worker to another job. Modified duty positions generally are not permanent. They are transition jobs. The bottom line is to bring the worker back to work in a position that meets the doctor's restrictions.

If an injured employee declines a legitimate offer of a modified duty job, (approved by the treating physician), there could be a basis to stop compensation benefits. The job should be offered in writing and have a written description.

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DIRECTORY OF SERVICES

The following services and programs are available to your Company or Organization

HEALTH & SAFETY

- WORKERS COMP
- INJURY TREATMENT
- EXPOSURE MONITORING
- OSHA SURVEILLANCE
- FIRST RESPONDER/CPR/ FIRST AID TRAINING

MEDICAL EVALUATIONS

- EMPLOYMENT/DOT EXAMS
- DRUG TESTING (DOT, FLD/FW)
- BREATH ALCOHOL TESTING
- SURVEILLANCE EXAMS
- RESP CLERANCE EXAMS
- AUDIO/VISION TESTING
- Ability To Work Exams
- PHYSICAL/OCCUPATIONAL THERAPY REFERRAL

THE SAFETY CORNER (CONTINUED)

Routine fitness-for-duty drug testing.

--An employer must require an employee to submit to a drug test if the test is conducted as part of a routinely scheduled employee fitness-for-duty medical examination that is part of the employer's established policy or that is scheduled routinely for all members of an employment classification or group.

Post-Accident drug testing

-- Injured workers must submit to a drug screen at the earliest

possible opportunity after they are hurt on the job. The workers' comp carrier has the right to deny paying medical and indemnity benefits to a claimant that tests positive for illegal drugs or excessive alcohol in their system.

Follow up drug testing.

NOTE:

Random drug testing is an option for employers under the Florida workers' compensation drug free workplace program, but is not required.

Dudley Mays is a Consultant with Suncoast Urgent Care & Occupational Health

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