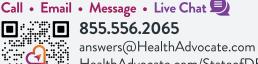
Fitness for Duty Referrals



Fitness for Duty (FFD) Referrals are specialized Mandatory Referrals initiated by HR or management to assess whether an employee can safely and effectively perform their job. These referrals are rare and typically used when there are concerns about judgment, emotional stability in a safety-sensitive role, or potential risk of harm to self or others. There may be an additional cost for FFD evaluations, which are outside the scope of standard EAP counseling referrals.

> Connect with an **EAP Management** Consultant



HealthAdvocate.com/StateofDE

Registration code: StateofDE

Here's how the process works

HR determines an FFD evaluation is needed when behavior suggests impairment (e.g., erratic or aggressive conduct).

HR/Supervisor contacts the Health Advocate EAP Management Consultant.



Consultant gathers details, including the employee's name, reason for evaluation, and the job description.



HR/Supervisor meets with the employee and refers them to the EAP. The employee contacts the EAP or Consultant reaches out with the employee's consent.



Consultant completes intake and refers for FFD evaluation.

The employee schedules the evaluation and signs Release of Information (ROI) to allow FFD findings to be shared with their employer.



FFD evaluator (typically a specialized psychologist or psychiatrist) provides clinical determination of:

- → Fit for Duty
- → Not Fit for Duty
- → Fit, with specified accommodations/treatment



Consultant may coordinate follow-up care. A second FFD evaluation may be required before the employee returns to work.





