

## ClearPath™ Customer Testimonials

"In my 35 years with the fire service, I have witnessed many changes. When it comes to professional management systems for firefighters, Public Safety Medical knows what they are doing. I gained this respect while in the position of Chief of Safety at the Indianapolis Fire Department. The department wouldn't trust anyone else with its fitness-for-duty matters."

— Robin Nicoson, Deputy Chief of Operations, Fishers Fire Department

"We are very happy with the management of our fitness-for-duty, specialty teams and recruit applicant medical examinations — from the initial scheduling all the way to the final medical reports."

— Troy Torrence, Health Management Specialist, Indiana State Police

"During my eight years in the Human Resource Division with the Indianapolis Fire Department, I trusted Public Safety Medical and its Medical Director, Steve Moffatt, on his medical opinion regarding our firefighters' duty status. In my position, I valued his judgment to have the firefighters' overall health and safety in mind, and the department's liability covered when deciding to place a firefighter on full duty. The Indianapolis Fire Department and Public Safety Medical have built a strong relationship over the past 20 years based on their medical expertise surrounding the essential job functions of a firefighter."

— Al Stovall, Deputy Chief of Risk Management, Indianapolis Fire Department



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**ClearPath™**  
fitness-for-duty program

ClearPath™ by Public Safety Medical is a scientific solution designed to secure reprieve for your department over issues involving fitness-for-duty liability.

We've exercised our rigorous, medically-defensible approach in over 5,000 public safety-related, fit-for-duty cases throughout Indiana.

## What are some of the warning signs that indicate my department is at risk for fitness-for-duty liability?

### 1 Shopping for clearance.

Are personnel visiting multiple doctors until they hear what they want to hear?

### 2 Early returns.

Are personnel returning to work prematurely and reinjuring themselves, causing additional lost time? Or are they requiring multiple fitness-for-duty evaluations for the same illness or injury?

### 3 Questionable returns.

Are personnel submitting doctors' notes that fail to recognize the demands of the job, such as permission to return to duty with a 10-pound lifting restriction? Or, upon receiving doctors' clearance to return to duty, is there observable evidence that personnel are not able to safely perform essential job functions?

### 4 Unnecessary loss of time.

Are personnel submitting doctors' notes that prescribe extended time away from work for issues that are only minor?

### 5 Unwanted liability.

Are doctors calling to ask your administration's opinion as to whether or not personnel should return to duty?

## How does fitness-for-duty liability affect my department?

### 1 Medical responsibility is inappropriately placed on the department.

A chief cannot override a physician's medical decision, yet can be held liable for any observable safety risks within his or her department. Historically, this dichotomy has not only led to lawsuits filed against the department, but also against its chief.

#### How ClearPath™ will help:

ClearPath™ ensures medical responsibility for all fitness-for-duty decisions will be placed on Public Safety Medical by setting appropriate constraints on the decisions made by the patient's personal physician, a specialist or the department administration.

### 2 Workers' compensation and overtime could be inflated.

If injured or at-risk personnel are released to duty prematurely, it could lead to injury for the employee in question as well as their co-workers. This can result in unnecessary expenses.

#### How ClearPath™ will help:

ClearPath™ can prevent occurrences of costly workers' compensation and overtime expenses by ensuring personnel are returned to duty at the appropriate time — not too early, not too late.



To learn how ClearPath™ can reduce your department's fitness-for-duty liability, please contact us at:

**(877) 972-1180**

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