



Employer Solutions Guide

Professional care with a personal touch

Employer Solutions Call Center
(812) 254-WORK (9675)
employers@dchosp.org | dchosp.org



Daviness Community Hospital

An Affiliate of Ascension St. Vincent

General Information/Table of Contents

Daviess Community Hospital’s Employer Solutions program offers a wide variety of wellness opportunities to inform, educate, and execute a healthy lifestyle within employer groups. We offer preventive care services which can reduce workplace injuries, promote healthy living, and possibly lower cost of workers’ compensation rates and claims. Daviess Community Hospital is committed to improving the health and wellness for the people of Daviess, Martin, Pike, Knox, Greene and Dubois counties. It is free to enroll in our Employer Solutions



program, which consists of Prevention Services, Injury Intervention, Employer Solutions Call Center, and Wellness Promotion. Along with free enrollment, we also offer an abundance of elective services, and access to discounted pricing. Please call the DCH Employer Solutions Call Center (812) 254-WORK (9675) or email employers@dchosp.org for more information.

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Employer Solutions

Daviess Community Hospital's Employer Solution program is designed to help provide on-going communication and easy access to health care services to you and your employees. Our goal is to improve overall health and wellness of your workforce. The four basic components that make up our program include:

Occupational Health Services:

Injury Prevention

- Provide on-site education.
- Schedule physicals, drug screens, and any other required pre-hire services needed.
- Needs analysis of work-site.
- On-site opportunities for many occupational health needs.

Workers Compensation Services:

Injury Intervention

- Cost-effective and efficient providers to ensure timely treatment.
- Providers who understand the importance of completing Return-to-Work paperwork timely and accurately.
- On-going communication regarding appointments, tests ordered, etc., to keep you informed about the status of your injured employee.

Group/Preventative Health-Wellness Services:

Wellness Promotion

- Review of preventative health benefits included in your group insurance plan.
- Employee educational offerings.
- On-site health events such as: Health Fairs, Lab Draws, Blood Pressure Screenings, Etc.

Group Health Services:

General Health

- Employer Solutions at Home flyer.



Employer Solutions Call Center

Do you need to schedule a pre-employment drug screen or physical?

DCH Employer Solutions Call Center schedules all non-DOT and DOT drug screens and physicals for you!

Do you need to schedule a wellness visit?

DCH Employer Solutions Call Center will schedule your visit with one of our DCH providers.

Are you interested in scheduling a Health Event?

DCH Employer Solutions Call Center will connect you with a consultant.

Do you have a claims adjuster requesting medical information?

DCH Employer Solutions Call Center works with you or the adjuster to get you the needed information.

Have Questions? Not familiar with Employer Solutions?

Call DCH Employer Solutions Call Center Today!

Employer Solutions *at home!*



Daviess Community Hospital Employer Solutions provides complimentary coordination of medical services for all employees and dependents.

Employer Based Clinics

Daviess Community Hospital offers flexible, direct-to-Employer Solutions to meet the health needs of employers and their employees. We will work with your benefits advisor and insurance broker to integrate customized solutions into your plan that work for you, your workforce, and their families.

Near site employer clinics

Near site employer clinics are ideal for small to mid-size employers, ranging from less than 25 employees to 250 employees. With this solution, employers can utilize existing DCH primary care clinics located throughout Daviess and Martin counties to maximize access and efficiency.

On-site employer clinics

Geared toward employers with 250 employees or more, on-site employer clinics are a cost effective way to manage the healthcare of larger groups and can be setup on location. In many cases, the clinic may utilize existing space within the employer's operation.



Benefits of employer based clinics include:

- Managing and lowering total cost of care
- Reducing absenteeism
- Increasing productivity
- Improving population health
- Expanding access to care by removing traditional barriers
- Effective recruitment and retention tool for an increasingly competitive job market

To learn more about DCH Employer Based Clinic Solutions, contact our call center at (812) 254-WORK (9675) or email employers@dchosp.org.

Industrial Medicine

Job Analysis:

The foundation of an effective, legally compliant functional testing program is a job analysis that accurately measures the actual requirements of the job in a fair and reliable way. Daviess Community Hospital offers employers an array of job analysis services. DCH will customize the reports and results based on the information that the employer deems necessary so that it meets the functional purposes for which the employer intends to use the information.

The Daviess Community Hospital job analyst observes the performance of the position within the work environment. While on-site, the analyst interviews incumbent job experts (supervisors, managers and workers), identifies and observes the performance of essential job functions, and takes measurements to quantify the physical demands required to perform essential functions of the position.

Job Descriptions:

Our job description services go hand in hand with our Job Analysis services.

Employers utilize job descriptions for a number of different functional purposes: to create a comprehensive and quantified profile of the physical demands of the position, to document the essential functions of the position that are required of an employee on the first day on the job, to draft job postings, to itemize the equipment required to perform the job, and to document environmental conditions in which the job is performed, etc.



(Actual Sample from Employer)

Physical Demands Description:

Physical demands are arduous. At times, it is necessary to lift items weighing up to 85 pounds. Kneeling, standing, bending, and working in awkward positions are evaluated whenever relevant. Good color vision is necessary for proper identification of different types of ammunition. Must be physically fit in order to possess an explosives driver's license.

Our Physical Demand Description:

Employee needs to be physically fit in order to possess an explosives driver's license. This person needs to be able to lift 85 pounds frequently, 4-6 hours of the work day, from the floor to a 36" counter. This person needs to tolerate kneeling, up to 5 minutes, 25 times throughout the day. This person will stand 3-4 hours throughout the day. This person will need to have the flexibility to forward bend to move 25 pound artillery boxes from a 36" loading dock. This person will need to reach over head up to 72" from the floor to place 10 pound boxes on a shelf.

Our Industrial Medicine team performs evaluations at the CORE Center located at 421 E Van Trees Street in Washington, Indiana. For more information, please call 812-254-WORK (9675).

Industrial Medicine (continued)

Ergonomic Assessments:

We identify ergonomic risks associated with performing a job in any workplace setting including, but not limited to traditional office setting, production facility, mechanical workshop or construction site. We then provide practical and cost-effective recommendations that reduce or eliminate risk factors, hazardous conditions, or physical dysfunction. In the workplace setting, we evaluate workers performing essential job functions within the work environment. A licensed therapist visits your workplace to identify the presence of any recognized injury hazards. These hazards/risks are rated in terms of their seriousness and connection to reports of physical dysfunction. Recommendations are made to address the issues and educate the worker and the supervisor on ways to remain productive and safe at work.

Pre-Employment Screening:

Pre-Employment Screening represents a pillar of the Industrial Medicine program and helps to determine whether or not a job candidate can safely perform the essential functions of a particular position. This test is conducted before an official offer of employment has been made. The comprehensive Pre-Employment Screening test includes the following components:

- Blood Pressure Screen
- Strength Measures
- Flexibility Assessment
- Physical performance testing
 - Essential job functions testing to determine the capability to safely perform essential job functions
 - Dynamic lifting & progressive lifting sequence

The information gathered through the pre-employment testing will document and quantify if the potential employee is able to complete the essential job demands. The overall goal of the pre-employment screening is to match the worker to the work.

Post-Employment Physical Testing:

This non-medical test may be used preventatively and may be conducted periodically to ensure that existing employees continue to meet the physical demand criteria necessary to safely perform the essential functions of the job. Employers may request this type of testing for all employees in a particular job class as part of their periodic monitoring to ensure that employees remain capable of performing physically demanding tasks. This test is similar to the new hire testing and can be utilized to help determine if an employee is better suited for a different position within the organization.

Functional Capacity Evaluation (FCE)

The FCE is a full body comprehensive medical test used to measure an employee's functional capacity and assist in injury management, whether the injury was sustained while at work or existed previously. The FCE test may be used alone to document existing impairments or may be used in combination with the Post-Offer Comprehensive test as a comparison against original baseline data. A functional capacity evaluation (FCE) should be conducted post-rehabilitation to determine the employee's ability to return to his or her job.

When compared against data previously collected, the FCE may be used to prove consistency and validity of performance and create realistic, objective rehabilitation goals, return work recommendations, or work conditioning programs to capitalize on injury management procedures. This information is invaluable to objectively move the patient through the system in a fair and timely manner. ***An FCE can only be completed with a doctor's order.***

Laboratory

Breath Alcohol Testing:

The Daviess Community Hospital Laboratory offers breath alcohol testing, and all laboratory staff are certified Breath Alcohol Technicians. Breath Alcohol Testing can be requested for Department of Transportation (DOT), post-accident or random testing. The laboratory staff are available to collect specimens on-site where appropriate facilities are available to ensure the chain of custody. Federal guidelines are followed for all breath alcohol testing to ensure accurate results.

Drug and Alcohol Screening:

The Daviess Community Hospital Laboratory staff are Department of Transportation (DOT) certified urine drug screen collectors as well as certified to collect hair samples for analysis. Urine samples are collected for drug analysis including DOT and non-DOT drug screens. In addition, the laboratory will collect urine for pre-employment, post-accident, random and reasonable suspicion purposes as requested. The laboratory staff are available to collect specimens on-site where appropriate facilities are available to ensure the chain of custody. Federal guidelines are followed for all drug screens to ensure accurate results every time. The laboratory also performs rapid drug screen testing and eScreen services at the hospital lab site.



Outpatient Lab:

Daviess Community Hospital has several conveniently located outpatient lab sites.

All off site laboratories have scheduled pickups twice daily to ensure that results are delivered in a timely manner.

Daviess Community Hospital Laboratory

1314 E Walnut St. Washington, IN
Monday -Friday 6:00 am - 6:00 pm
Saturday 7:00 am - 1:00 pm

Daviess Community Hospital Medical Clinic

1402 Grand Ave, Washington, IN
Monday -Friday 8:00 am to 4:30 pm

Daviess Community Hospital Health Pavilion

1805 S State Road 57, Washington, IN
Monday -Friday 10:00 am - 6:00 pm

North Daviess Medical Clinic

202 N West St, Odon, IN
Monday -Friday 8:00 am - 5:00 pm

Daviess Martin Medical Clinic

12546 E US Hwy 50 Loogootee, IN
Monday - Friday 8:00 am - 5:00 pm

To schedule with one of our clinics, contact our call center at (812) 254-WORK (9675) or via email at employers@dchosp.org.

Women's Health

“Professional Care with a Personal Touch” is what you can expect from us.

Perinatal Navigator

A Perinatal Nurse Navigator is there to educate and guide you throughout your pregnancy. At Daviess Community Hospital, our Navigator is a registered nurse who has years of experience caring for pregnant patients and new moms, with a particular specialty for offering support to women with medical conditions affecting pregnancy and the postpartum period. She is available to help ensure that your pregnancy and birth experience are everything you hoped. Our navigator will also assist in obtaining resources for you and your baby. For more information, contact the Employer Solutions call center at: (812) 254-WORK (9675).

Childbirth Education Classes:

The classes are free of charge, and are a 5 week series of 2.5 hour classes held every Tuesday in the DCH Education Unit. To register, contact the Employer Solutions call center at: (812) 254-WORK (9675).

Lactation Services

DCH offers breastfeeding services provided by a Board Certified Lactation Consultant and a Certified Lactation Counselor. They see everyone inpatient as needed and outpatient for any breastfeeding difficulties. They are also available by phone for any questions or concerns and provide a monthly breastfeeding support group free of charge. A breastfeeding class is also taught as part of the childbirth series. Outpatient visits are available to those experience breastfeeding difficulties after they are discharged. A free **Breastfeeding support group** is held the 1st Monday of each month from 10 am to 12 pm in the DCH education Center. Babies are welcome! For more information, contact the Employer Solutions call center at: (812) 254-WORK (9675).



Child Passenger Safety Program

DCH provides car seat education to all families as a Child Passenger Safety Technician (CPST) is available. We will inspect the car seat in the vehicle and assess the child in the car seat to ensure proper fit and installation. A car seat class is also offered as part of the childbirth series. Our goal is to make sure every child is traveling as safely as possible and that caregivers have up-to-date, accurate information. Daviess Community Hospital is currently partnered with the Indiana Criminal Justice Institute and the Indiana Automotive Safety Program to be the only Permanent Fitting Station in the area! For more information, contact the Employer Solutions call center at: (812) 254-WORK (9675).

Milk Bank Location at DCH

Daviess Community Hospital is a recognized collection site for human milk to be used to help babies whose mothers are unable to produce milk or enough milk to help them thrive. The Milk Bank is a non-profit organization that promotes community health by expanding the safe use of human milk for all babies, especially premature and ill infants. The Milk Bank receives human milk from carefully screened donors, pasteurizes, freezes and distributes it throughout the United States. As a non-profit, community-supported entity, The Milk Bank is the first and only donor human milk bank in Indiana. The Milk Bank is a proud member of the Human Milk Banking Association of North America.

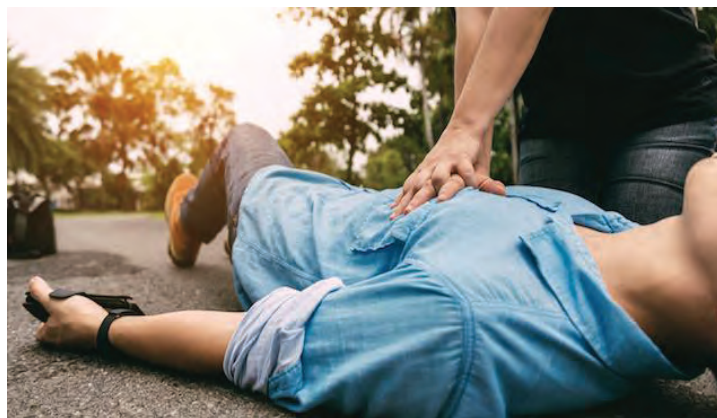
Immunizations & American Heart Association Classes

Job-Related Immunizations:

Influenza vaccinations are available each fall prior to flu season and can be given on-site at your company upon request. Vaccinations to protect against Hepatitis A, Hepatitis B and Tdap (Tetanus, Diphtheria, Pertussis) are also available by request. Our trained nursing staff is available to meet your needs by customizing dates and times convenient for company employees. Call for price, availability and scheduling.

American Heart Association Training Courses:

American Heart Association (AHA) Training courses include CPR, AED, First Aid, and Bloodborne Pathogens. Classes are routinely scheduled in the Daviess Community Hospital Education Center or work-site training may be available depending on class size and location.



Instructor-Led Training

Classroom Training Courses (led by a certified instructor) are routinely scheduled and are held at the Daviess Community Hospital Education Center. Call the Employer Solutions call center at (812) 254-WORK for scheduling, pricing or for special arrangements.

Blended Learning Courses

The American Heart Association also offers on-line AHA courses for CPR and First Aid at www.onlineAHA.org. These courses require a separate fee to be paid to the AHA. Click “course catalog” then select the needed course. Once completed, print the certificate then call the Employer Solutions call center at (812) 254-WORK to schedule a skills check-off to complete certification (additional fee to DCH). Skills check-off sessions are offered on Heart code BLS, Heartsaver CPR with AED and Heartsaver First Aid CPR with AED.

Heartsaver CPR with AED Training Course

This course is designed for lay personnel who serve as rescuers as part of their job responsibilities and also for the general public. Skills taught include CPR for all age groups, use of an AED, and relief for choking adults, children and infants. In order to complete the course and receive the course completion card, participants must successfully complete a skills evaluation.

Heartsaver First Aid with CPR & AED Training Course

This course provides information on how to manage illness and injuries in the first few minutes of an emergency until professional help arrives. Course includes discussion and basic first aid training for medical emergencies (heart attack, stroke, diabetes, etc.), workplace injuries (control of bleeding, head injury, sprains, etc.) as well as Bloodborne Pathogen training. Heartsaver CPR, AED use and relief of choking for all ages is also included in the course. In order to complete the course and receive the course completion card, participants must perform first aid skills and successfully complete a skills evaluation in CPR and AED.

American Heart Association Classes (continued)

Automated External Defibrillator (AED)

AED training is included in the Heartsaver training courses. In addition, if your workplace has an AED on site, the DCH Education nursing staff can perform a mock training simulation at your workplace using a trainer AED. This simulation involves your employees responding to a mock situation at your workplace using a CPR mannequin and application of an AED. This allows them to experience and deal with a real-life scenario at work.

Bloodborne Pathogens

This is a supplement course designed to provide participants with the knowledge to reduce or eliminate the occupational risk of Bloodborne pathogens. Participants learn to develop behaviors to minimize their exposure to potentially infectious pathogens and to know what steps to take to reduce their risk of contracting a disease in the event of an exposure. This supplement can be taught separately or is also included in the First Aid Course.

Authorized Provider
of CPR and ECC Courses

American Heart
Association® 

Healthcare Provider CPR

Healthcare Provider Basic Life Support (BLS) is an advanced CPR course offered for licensed and certified health care professionals such as physicians, dentist, nurses, paramedics and EMTs. This course covers CPR for all ages, 2-person CPR, bag-valve mask ventilation, relief of responsive and unresponsive FBAO (choking) and use of the AED. Participants must successfully complete a written test and skills evaluation to receive a course completion card.

Dietary

Nutrition Counseling and Education:

A Registered Dietitian Nutritionist (RDN) may be scheduled for on-site counseling and education sessions for your employees. A variety of topics may be covered during these sessions including, but not limited to cardiovascular health, weight loss, and diabetes. The counseling and education sessions allow the RDN to learn about your individual employees while providing suggestions for change to improve health. Adding an RDN counseling and education session could reduce your employees' time away from work while increasing productivity through improved health.



If a campus visit is not something that will work for your facility, your employees can be referred to the DCH Diabetes and Endocrinology Clinic with a physician's order. The Endocrinology Clinic will schedule your employee to visit with the RDN one-on-one at a time that is appropriate for them.

Employer Solutions Service Areas & Locations

A Daviess Martin Medical Clinic

Highway 50 West
Loogootee, IN 47553

B DCH CORE Center

421 E. Van Trees Street
Washington, IN 47501

C DCH Medical Clinic

1402 Grand Avenue
Washington, IN 47501

D DCH Primary Care Clinic

1401 Memorial Avenue
Washington, IN 47501

E Grand Avenue Pediatrics

1400 Grand Avenue
Washington, IN 47501

F North Daviess Medical Clinic

202 N. West Street
Odon, IN 47562

G Wound Care Center

Washington Surgical Associates

300 NE 14th Street
Washington, IN 47501

H DCH Specialty Clinic

DCH Transitions Behavioral Health

Lohano Center for Advanced Medicine

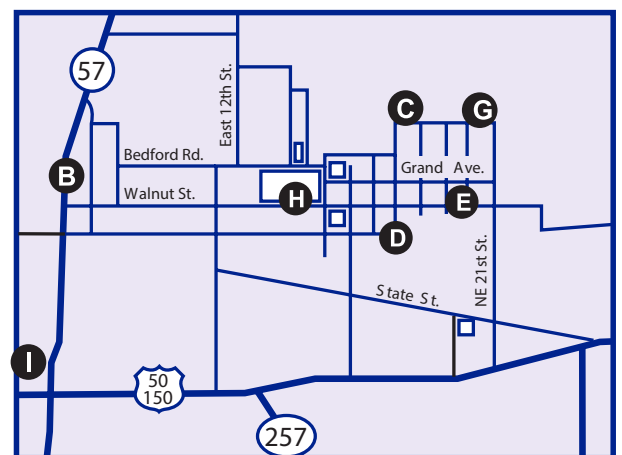
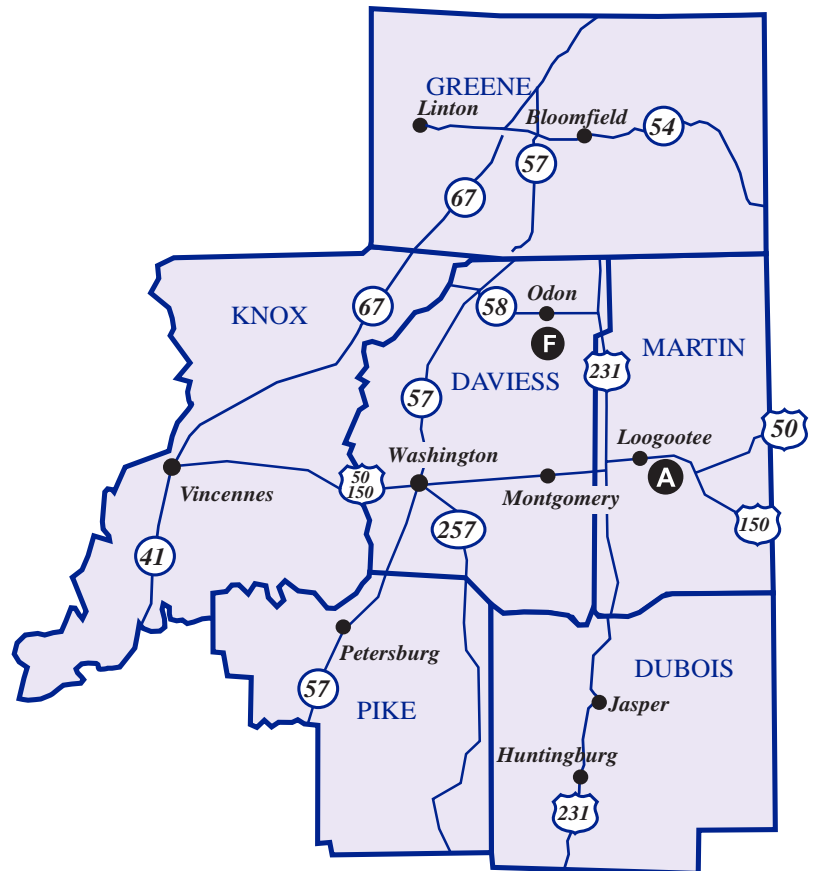
1314 East Walnut Street
Washington, IN 47501

I DCH Health Pavilion

DCH Quick Care Clinic

1805 S. SR 57
Washington, IN 47501

Clinics and Healthcare Centers that have been grouped together are located in the same building.



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