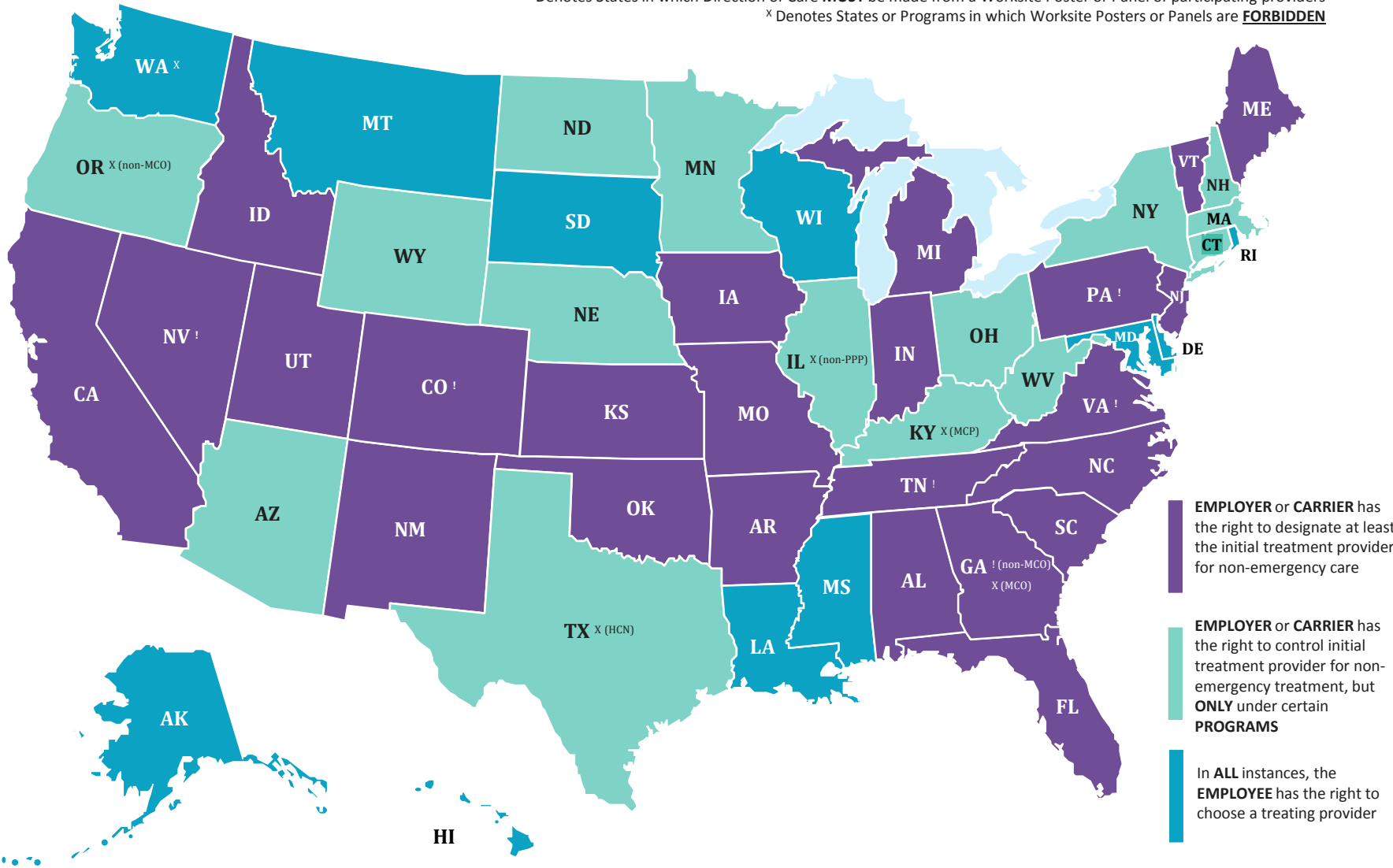


Direction of Care Rules for Initial Treatment

February 2020

! Denotes States in which Direction of Care **MUST** be made from a Worksite Poster or Panel of participating providers
X Denotes States or Programs in which Worksite Posters or Panels are **FORBIDDEN**



State Worksite Poster or Panel Rules

Alaska

- Worksite Posters or Panels **MAY** be used to **RECOMMEND** care for treatment of work-related injuries or occupational illnesses, **BUT** the Worksite Poster or Panel **MUST** clearly state that the Worksite Poster or Panel is simply a **RECOMMENDATION**, a listing of reputable medical providers, and that the **EMPLOYEE** retains the right to choose his or her own treating physician.

Arizona

- **Non-Self-Insured:** Worksite Posters or Panels **MAY** be used to **RECOMMEND** care for treatment of work-related injuries or occupational illnesses, **BUT** the Worksite Poster or Panel **MUST** clearly state that the Worksite Poster or Panel is simply a **RECOMMENDATION**, a listing of reputable medical providers, and that the **EMPLOYEE** retains the right to choose his or her own treating physician.

Colorado

- Worksite Posters or Panels are **REQUIRED** to be used to direct care for treatment of work-related injuries or occupational illnesses.
- Each Worksite Poster or Panel shall consist of (4) physicians or (4) corporate medical providers, or a combination where available. Or, (2) physicians and (2) corporate medical providers. At least (1) of the (4) designated providers must be at a distinct location different from the other (3), without common ownership.
- If there are more than (3) but less than (9) providers within (30) miles of the employer's location, the employer may designate (2) physicians or (2) corporate medical providers or any combination at (2) distinct locations without common ownership.
- If there are not (2) providers at (2) distinct locations without common ownership within (30) miles of the employer's location, the employer may designate (2) providers at the same location or with common ownership.

Delaware

- Worksite Posters or Panels **MAY** be used to **RECOMMEND** care for treatment of work-related injuries or occupational illnesses, **BUT** the Worksite Poster or Panel **MUST** clearly state that the Worksite Poster or Panel is simply a **RECOMMENDATION**, a listing of reputable medical providers, and that the **EMPLOYEE** retains the right to choose his or her own treating physician.

Georgia

- **Non-MCO:** Worksite Posters or Panels are **REQUIRED** to be used to direct care for treatment of work-related injuries or occupational illnesses. They **MUST** be created on an unaltered, state-mandated **GA WC-P1 form** and printed on Legal-size (8½" x 14") paper. Each Worksite Poster or Panel shall consist of at least (6) non-affiliated physicians, but is not limited to a minimum of (6). The minimum panel shall include (1) orthopedic physician and **NO MORE THAN** (2) physicians shall be from industrial clinics. Further, the Worksite Poster or Panel shall include (1) minority physician. The minority physician so selected must practice within the State of Georgia or be reasonably accessible to the employee's residence.
- **MCO:** Worksite Posters or Panels are **FORBIDDEN** to be used to direct care for treatment of work-related injuries or occupational illnesses. Instead, the injured employee must be provided a complete listing of **ALL** MCO providers within the injured employee's GSA.

State Worksite Poster or Panel Rules (cont.)

Hawaii

- Worksite Posters or Panels **MAY** be used to **RECOMMEND** care for treatment of work-related injuries or occupational illnesses, **BUT** the Worksite Poster or Panel **MUST** clearly state that the Worksite Poster or Panel is simply a **RECOMMENDATION**, a listing of reputable medical providers, and that the **EMPLOYEE** retains the right to choose his or her own treating physician.

Illinois

- **Non-PPP:** Worksite Posters or Panels are **FORBIDDEN** to be used to direct care for treatment of work-related injuries or occupational illnesses **UNLESS** there exists an agreement between the employer and employees, or the employees' exclusive representative on the Worksite Poster or Panel and the Worksite Poster or Panel has received the approval of the IL Workers' Compensation Commission.

Kentucky

- **Non-MCP:** Worksite Posters or Panels **MAY** be used to **RECOMMEND** care for treatment work-related injuries or occupational illnesses, **BUT** the Worksite Poster or Panel **MUST** clearly state that the Worksite Poster or Panel is simply a **RECOMMENDATION** and that the **EMPLOYEE** retains the right to choose his or her own treating physician.
- **MCP:** Worksite Posters or Panels are **FORBIDDEN** to be used to direct care for treatment of work-related injuries or occupational illnesses. However, an MCO may provide a Directory of **ALL** gatekeepers in an enrollee's geographical area along with a directory website address to satisfy MCO requirements. The providers must be listed by county and list **ALL** gatekeepers in a county or surrounding counties. The Directory and website address replaces the requirement for an entire directory.

Louisiana

- Worksite Posters or Panels **MAY** be used to **RECOMMEND** care for treatment of work-related injuries or occupational illnesses, **BUT** the Worksite Poster or Panel **MUST** clearly state that the Worksite Poster or Panel is simply a **RECOMMENDATION**, a listing of reputable medical providers, and that the **EMPLOYEE** retains the right to choose his or her own treating physician.

Maryland

- Worksite Posters or Panels **MAY** be used to **RECOMMEND** care for treatment of work-related injuries or occupational illnesses, **BUT** the Worksite Poster or Panel **MUST** clearly state that the Worksite Poster or Panel is simply a **RECOMMENDATION**, a listing of reputable medical providers, and that the **EMPLOYEE** retains the right to choose his or her own treating physician.

Mississippi

- Worksite Posters or Panels **MAY** be used to **RECOMMEND** care for treatment of work-related injuries or occupational illnesses, **BUT** the Worksite Poster or Panel **MUST** clearly state that the Worksite Poster or Panel is simply a **RECOMMENDATION**, a listing of reputable medical providers, and that the **EMPLOYEE** retains the right to choose his or her own treating physician.

State Worksite Poster or Panel Rules (cont.)

Montana

- Worksite Posters or Panels **MAY** be used to **RECOMMEND** care for treatment of work-related injuries or occupational illnesses, **BUT** the Worksite Poster or Panel **MUST** clearly state that the Worksite Poster or Panel is simply a **RECOMMENDATION**, a listing of reputable medical providers, and that the **EMPLOYEE** retains the right to choose his or her own treating physician.

Nevada

- Worksite Posters or Panels are **REQUIRED** to be used to direct care for treatment of work-related injuries or occupational illnesses. The Worksite Poster or Panel shall consist of (2) or more physicians or chiropractors who are qualified to conduct the examination, if there are (2) or more such physicians or chiropractors within (30) miles of the employee's place of employment; or (1) or more physicians or chiropractors who are qualified to conduct the examination, if there are **NOT** (2) or more such physicians or chiropractors within (30) miles of the employee's place of employment.

New York

- **Recommendation of Care (ROC) Network:** Worksite Posters or Panels **MAY** be used to **RECOMMEND** care for treatment of work-related injuries or occupational illnesses, **BUT** the Worksite Poster or Panel **MUST** clearly state that the Worksite Poster or Panel is simply a **RECOMMENDATION**, a listing of reputable medical providers, and that the **EMPLOYEE** retains the right to choose his or her own treating physician.

Oregon

- **Non-MCO:** Worksite Posters or Panels are **FORBIDDEN** to be used to direct care for treatment of work-related injuries or occupational illnesses.

Pennsylvania

- Worksite Posters or Panels are **REQUIRED** to be used to direct care for treatment of work-related injuries or occupational illnesses. The Worksite Poster or Panel shall consist of at least (6) providers. At least (3) of the providers on the list shall be physicians.

Rhode Island

- Worksite Posters or Panels **MAY** be used to **RECOMMEND** care for treatment of work-related injuries or occupational illnesses, **BUT** the Worksite Poster or Panel **MUST** clearly state that the Worksite Poster or Panel is simply a **RECOMMENDATION**, a listing of reputable medical providers, and that the **EMPLOYEE** retains the right to choose his or her own treating physician.

State Worksite Poster or Panel Rules (cont.)

South Dakota

- Worksite Posters or Panels **MAY** be used to **RECOMMEND** care for treatment of work-related injuries or occupational illnesses, **BUT** the Worksite Poster or Panel **MUST** clearly state that the Worksite Poster or Panel is simply a **RECOMMENDATION**, a listing of reputable medical providers, and that the **EMPLOYEE** retains the right to choose his or her own treating physician.

Tennessee

- Worksite Posters or Panels are **REQUIRED** to be used to direct care for treatment of work-related injuries or occupational illnesses. They **MUST** be created on an unaltered, state-mandated [TN C-42 form](#) and printed on Letter-size (8½" x 11") paper. The Worksite Poster or Panel shall consist of (3) or more independent reputable physicians or surgeons, chiropractors or specialty practice groups.

Texas

- **HCN**: Worksite Posters or Panels are **FORBIDDEN** to be used to direct care for treatment of work-related injuries or occupational illnesses. An HCN must provide a Directory of participating providers in an injured employee's GSA from which the injured employee may select.

Virginia

- Worksite Posters or Panels are **REQUIRED** to be used to direct care for treatment of work-related injuries or occupational illnesses. The Worksite Poster or Panel shall consist of at least (3) physicians. **NO** clinics may be listed; **ALL** listed providers **MUST** be physicians.

Washington

- Worksite Posters or Panels are **FORBIDDEN** to be used to direct care for treatment of work-related injuries or occupational illnesses.

Wisconsin

- Worksite Posters or Panels **MAY** be used to **RECOMMEND** care for treatment of work-related injuries or occupational illnesses, **BUT** the Worksite Poster or Panel **MUST** clearly state that the Worksite Poster or Panel is simply a **RECOMMENDATION**, a listing of reputable medical providers, and that the **EMPLOYEE** retains the right to choose his or her own treating physician.

For States or Programs not listed and not otherwise restricted, Coventry recommends a standard Worksite Poster or Panel consisting of (3) providers: (2) Occupational Medicine or Urgent Care clinics (individual physicians may be substituted for clinics where the recommended number cannot be found) and (1) Primary Care Provider (Internist, Family or General Practitioner).

- **Because provider data is subject to change, Coventry recommends that Worksite Posters and Panels be updated at least once a year.**