EAP BEST PRACTICES
Fitness For Duty Evaluations

Advocacy       Research       Best Practices       Annual Institute       Education

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Fitness for Duty Evaluations

EAP professionals know the important differences between psychological evaluations performed for treatment purposes and forensic psychological Fitness for Duty/Violence Risk Assessments. An assessment for treatment is to give, recommend or coordinate employee medical/psychological health care. In providing these services, healthcare professionals establish a doctor/patient alliance. In contrast, psychological Fitness for Duty/Violence Risk Assessments are primarily to help employers make managerial decisions, based in part on employee psychological status. These evaluations should be performed following forensic standards and satisfy demands of the courts. The forensic professional’s primary allegiance is usually with the employer.

EAP professionals should prevent dual relationships and conflicts of interest from occurring in respect to forensic Fitness for Duty/Violence Risk Assessments. A dual relationship and conflict of interest might occur when, for example, a treating doctor performs a psychological Fitness for Duty or Violence Risk Assessment on his/her own patient.

EAP professionals realize that many employers are unfamiliar with the nature and purposes of forensic psychological Fitness for Duty and Violence Risk Assessments. They should therefore be able to educate their employer clients about the unique practices followed during these assessments, thus protecting employers, employees and EAPs from risk.