

Absence and Disability Management Acronyms List

AUD	Authorization to Use or Disclose Protected Health Information	DAW	Dispense as Written
AWP	Average Wholesale Price	DBT	Dialectical Behavior Therapy
AWW	Average Weekly Wage	DC	Doctor of Chiropractic
BD/1000	Bed Days per Thousand	DEU	Disability Evaluation Unit
BMI	Body Mass Index	DHMO	Dental Health Maintenance Organization
C&R	Compromise and Release	DMEC	Disability Management Employer Coalition
CARF	Commission on Accreditation of Rehabilitation Facilities	DO	Doctor of Osteopathy
CBT	Cognitive Behavioral Therapy	DOI	Date of Injury
CCM	Certified Case Manager	DOL	Department of Labor
CCMP	Certified Case Management Professional	DOR or DR	Declaration of Readiness
CDA	Council for Disability Awareness	DOSH	Division of Occupational Safety and Health
CDHPs	Consumer-Driven Health Plans	DOT	Dictionary of Occupational Titles
CDMS/ CDMSC	Certified Disability Management Specialist	DRG	Diagnosis Related Group
CFIDS	Chronic Fatigue and Immune Dysfunction Syndrome	DSM-IV or DSM-IV-TR	Diagnostic and Statistical Manual of Mental Disorders, Fourth Edition
CFRA	California Family Rights Act	DUR	Drug Utilization Review
CHAMPUS	Civilian Health and Medical Program of the Uniformed Services	DWC	Division of Worker's Compensation
CHIN	Community Health Information Network	EAP	Employee Assistance Program
CHSWC	Commission on Health and Safety and worker's compensation	EAPA	Employee Assistance Professionals Association
CISD	Critical Incident Stress Debriefing	EAR	Employee Assistance Roundtable
CMS	Centers for Medicare and Medicaid Services	EASNA	Employee Assistance Society of North America
COA	Certificate of Authority	ECT	Electroconvulsive Therapy
COBRA	Consolidated Omnibus Budget Reconciliation Act	EEOC	Equal Employment Opportunity Commission
COLA	Cost of Living Adjustment	EJF	Essential Job Function
CON	Certificate of Need	EMDR	Eye Movement Desensitization and Reprocessing
CPDM	Certified Professional Disability Management	EMPAQ	Employer Measures of Productivity, Absence, and Quality
CPT	Current Procedural Terminology	EOB	Explanation of Benefits (Medicare Version)
CQI	Continuous Quality Improvement	EOI	Evidence of Insurability
CRC/CRCC	Certified Rehabilitation Counselor	EOR	Explanation of Review
CT	Carpal Tunnel	EPO	Exclusive Provider Organization
CT	Cumulative Trauma	ERISA	Employee Retirement Income Security Act
CTDs	Cumulative Trauma Disorders	F&A	Findings & Award
CVE	Certified Vocational Evaluator	FCE	Functional Capacities Evaluation
D&O	Determination and Order	FECA	Federal Employees' Compensation Act
D&R	Discontinuance and Replacement	FEHA	Fair Employment and Housing Act
		FEHBP	Federal Employee Health Benefits Program
		FFD	Fitness for Duty

FICA	Federal Insurance Contributions Act
FLSA	Fair Labor Standards Act of 1938
FML	Family Medical Leave
FMLA	Family and Medical Leave Act
FPP	Faculty Practice Plan
FTE	Full Time Equivalent
GAF	Global Assessment of Function
GINA	Genetic Information Nondiscrimination Act of 2008
HCO	Health Care Organization
HCQIA	Health Care Quality Improvement Act
HDHP	High Deductible Health Plan
HEDIS	Health Plan Employer Data and Information Set
HIN	Health Information Network
HIPAA	Health Insurance Portability and Accountability Act of 1996
HMO	Health Maintenance Organization
HRA	Health Reimbursement Arrangement
HRA	Health Risk Assessment
HRIS	Human Resource Information System
HSA	Health Savings Account
I&A	Information & Assistance
IADM	Integrated Absence and Disability Management
IAM	Integrated Absence Management
IBI	Integrated Benefits Institute
IBNR	Incurred But Not Reported
ICD-10	International Statistical Classification of Diseases, Tenth Revision
ICD-9	International Statistical Classification of Diseases, Ninth Edition
IDAM	Integrated Disability and Absence Management
IDM	Integrated Disability Management
IEA	Insurance Educational Association
IHDM	Integrated Health and Disability Management
IHPM	Institute for Health and Productivity Management
IIPP	Injury and Illness Prevention Program
IMC	Industrial Medical Council
IME	Independent Medical Evaluation
IMR	Independent Medical Review
IPA	Independent Physician/Practice Associations
IPA	Independent Practice Association
IVE	Independent Vocational Evaluator
JAN	Job Accommodation Network
JCAHCO	Joint Commission for the Accreditation of Healthcare Organizations
JHA	Job Hazard Analysis
LCPC	Licensed Clinical Professional Counselor
LCSW	Licensed Clinical Social Worker
LMS	Labor Market Survey
LOS	Length of Stay

LTC	Long-Term Care
LTCI	Long-Term Care Insurance
LTD	Long-Term Disability
LTM	Life Time Medical
MAOI	Monoamine Oxidase Inhibitors
MCO	Managed Care Organization
MD	Doctor of Medicine
MDA	Medical Disability Advisor
MIS	Management Information System
MMI	Maximal Medical Improvement
MPN	Medical Provider Network
MSC	Mandatory Settlement Conference
MSO	Management Service Organization
NAHMOR	National Association of Health Maintenance Organization Regulators
NAIC	National Association of Insurance Commissioners
NBCH	National Business Coalition on Health
NBGH	National Business Group on Health
NCD	National Council on Disability
NCM	Nurse Case Manager
NCQA	National Committee for Quality Assurance
NDAA	National Defense Authorization Act
NIH	National Institutes of Health
NIMH	National Institute of Mental Health
NIOSH	National Institute on Safety and Health
NP	Nurse Practitioner
NRLA	National Labor Relations Act of 1935
NUBC	National Uniform Billing Committee
OASDI	Old Age, Survivors, and Disability Insurance
OBRA	Omnibus Budget Reconciliation Act
OCD	Obsessive-Compulsive Disorder
ODEP	Office of Disability Employment Policy
OME	Objective Medical Evidence
OSC	Organized System of Care
OSHA	Occupational Safety and Health Act
OTOC	Order Taking Off Calendar
P&S	Permanent and Stationary
PACE	Programs of All-inclusive Care for the Elderly
PCMH	Patient-Centered Medical Home
PCP	Primary Care Physician
PD	Permanent Disability
PDA	Permanent Disability Advance
PDLL	California Pregnancy Leave Law
PDR	Permanent Disability Rating
PDRS	Permanent Disability Rating Schedule
PERI	Public Entity Risk Institute
PFL	Paid Family Leave
PHI	Protected Health Information

PHO	Physician Hospital Organization
PMPM	Per-Member Per-Month
PODB	Progression of Disability Benefits
POS	Point Of Service Plan
PPACA	Patient Protection and Affordable Care Act of 2010
PPD	Permanent Partial Disability
PPO	Preferred Provider Organizations
PRDB	Puerto Rico Disability Benefits Law
PT	Physical Therapy
PTD	Permanent Total Disability
PTO	Paid Time Off
PTP	Primary Treating Physician
PTSD	Post-Traumatic Stress Disorder
QIW	Qualified Injured Worker
QME	Qualified Medical Evaluator
QRR	Qualified Rehabilitation Representative
R&C	Regular and Customary
R&L	Restrictions and Limitations
RBD	Reducing Benefit Duration
RBRVS	Resource-based Relative Value Scale
Recon	Petition for Reconsideration
RIMS	Risk and Insurance Management Society
ROI	Return on Investment
RTW	Return to Work
RU-91	Description of Employee's Job Duties in California
RU-94	Offer of Modified or Alternative Work Form
S&W	Serious and Willful Misconduct
SAW	Stay at Work
SAWW	State Average Weekly Wage
SB198	California Senate Bill 198
SDI	California State Disability Insurance Law
SDI	State Disability Insurance
SDT	Subpoena Duces Tecum

SI	Specific Injury
SJDB	Supplemental Job Displacement Benefit
SNF	Skilled-Nursing Facility
SPD	Summary Plan Description
SSDI	Social Security Disability Insurance
SSI	Supplemental Security Income
SSNRA	Social Security Normal Retirement Age
STD	Short-Term Disability
STIPS	Stipulations with Request for Award
TAM	Total Absence Management
TD	Temporary Disability
TDI	Temporary Disability Insurance
TPA	Third Party Administrator
TPD	Temporary Partial Disability
TQM	Total Quality Management
TS	Tourette's Syndrome
TSA	Transferable Skills Analysis
TTD	Temporary Total Disability
U&C	Usual and Customary
UCR	Usual, Customary, or Reasonable
UEF	Uninsured Employers Fund
UR	Utilization Review
URAC	Utilization Review Accreditation Commission
USERRA	Uniformed Services Employment and Reemployment Rights Act
VEBA	Voluntary Employees' Beneficiary Association
VEVRA	Vietnam Era Veterans' Readjustment Assistance Act of 1974
VRMA	Vocational Rehabilitation Maintenance Allowance
VRTWC	Vocational & Return-to-Work Counselor
WC	Worker's Compensation
WCAB	Worker's Compensation Appeals Board
WCIRB	Worker's Compensation Insurance Rating Bureau
WLQ	Work Limitation Questionnaire