



KANSAS STATE COUNCIL

SOCIETY FOR HUMAN RESOURCE MANAGEMENT

**House Commerce Committee
Testimony in Opposition to HB 2059**

Dina Cox

January 31, 2017

Chairman Mason and members of the House Commerce, Labor and Economic Development Committee:

Thank you for the opportunity to appear before you on behalf of the members of the Kansas Society for Human Resource Management (KSSHRM). KSSHRM opposes the revisions to HB 2059 which will discontinue the use of the Sixth Edition of the AMA guides to the evaluation of permanent impairment.

- The Sixth edition was published in December 2007 and has since been in use around the US. The Sixth edition is the international standard for Australia, Canada, Hong Kong, Korea, New Zealand and South Africa. This standard takes into account new medical treatments and therapies that were not available back in 1993 when the Fourth edition was written. We believe that to revert back to an older edition is regressive and not in the best interests of the injured workers, businesses and State of Kansas.
- We should not determine impairment on diagnoses; rather we should determine impairment on the employee's improved functions which is what the Sixth edition attempts to do through consistent methodology. The advances in medical treatment also make it easier to objectively test for impairment, treat our injured employees with greater success, and produce better outcomes. This is a win-win situation.
- NCCI evaluates data on claims after 18 months for their rate analysis. Injuries in 2015 are just now starting to be evaluated. There is insufficient data to make any claims about reductions in the impairment ratings or that injured workers are being treated unfairly by the use of the Sixth edition.

The members of the Kansas Society for Human Resource Management urge you to oppose HB 2059.