

Troy Wilson  
*Chairman*  
Robert Gilliland  
*Commissioner*



Denise Engle  
*Commissioner*  
Rick Farmer  
*Executive Director*

STATE OF OKLAHOMA

**WORKERS' COMPENSATION COMMISSION**  
1915 N. STILES  
OKLAHOMA CITY, OKLAHOMA 73105-4918  
(405) 522-8600  
[www.wcc.ok.gov](http://www.wcc.ok.gov)

April 16, 2014

Dear Colleague:

I recently was appointed Medical Director of the Workers' Compensation Commission and want to thank each of you for your hard work and dedication in the evaluation and treatment of injured workers in Oklahoma.

Under the new workers' compensation law in Title 85A of the Oklahoma Statutes, the evaluation of permanent impairment for injuries occurring on or after February 1, 2014 shall be based on the 6<sup>th</sup> Edition of the American Medical Association's Guides to the Evaluation of Permanent Impairment. The 6<sup>th</sup> Edition is diagnosis based with each organ system evaluated using a grid consisting of five classes of impairment ranging from "0" (No Problem) to "4" (Complete Impairment). The impairment class is determined by the diagnosis and specific criteria that are considered the "key factor". The class then may be modified by grade modifiers or "non-key factors" that can include functional history, physical examination, and clinical studies. Impairment grids have been created to maximize internal consistency of impairment ratings across organ systems.

The Commission will require standard formats for reporting which are found in the 6<sup>th</sup> Edition. These formats will be required when physicians do impairment ratings. Examples are included. States that have adopted this practice have seen greater consistency in impairment evaluations. You should note that 85A OS §46(C) provides that permanent partial impairment for partial loss of use to body parts listed in 85A OS §46(A) shall be evaluated as a percentage of whole body impairment, not to exceed three hundred fifty (350) weeks. Rating of such body parts and the conversion to body as a whole requires use of the 6<sup>th</sup> Edition.

The Commission is organizing educational opportunities to help our medical providers gain experience with the 6<sup>th</sup> Edition of the AMA Guides. One of my duties is to facilitate this change. Please allow me to help in any way. I can be reached at [Jay.Cannon@wcc.ok.gov](mailto:Jay.Cannon@wcc.ok.gov) or 405-522-5767. I encourage you to embrace this change in our workers' compensation system.

Sincerely,  
  
Jay P. Cannon, MD  
Medical Director  
Workers' Compensation Commission

**FIGURE 15-31**

**Upper Extremity Impairment Evaluation Example**

Name: <i>John Sample</i>			Exam Date: <i>1/1/2008</i>		
ID Number: <i>1234</i>		Sex: <i>F</i> (M)	Side: (R) <i>L</i>	Birth Date: <i>12/27/50</i>	
Diagnosis:			Injury Date: <i>1/1/2004 (CT)</i>		

Grid	Diagnosis-Based Impairments	Assigned Class	Grade Modifier Adjustments	Assigned Dx Grade	Final UEI																											
Digit (D) Wrist (W) Elbow (E) Shoulder(S)	<i>Triangular fibrocartilage complex (TFCC) tear</i>	0 1 2 3 4	<table border="1"> <tr><td></td><td></td><td></td><td></td><td></td><td>Net</td></tr> <tr><td>GMFH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>0</td></tr> <tr><td>GMPE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>0</td></tr> <tr><td>GMCS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>0</td></tr> </table> <p>(Optional: QuickDASH Score: 21) Net Adjustment = (GMFH - CDX) + (GMPE - CDX) + (GMCS - CDX)</p>						Net	GMFH	0	1	2	3	4	0	GMPE	0	1	2	3	4	0	GMCS	0	1	2	3	4	0	≤-2 -1 0 +1 ≥+2 A B <b>C</b> D E	8%
					Net																											
GMFH	0	1	2	3	4	0																										
GMPE	0	1	2	3	4	0																										
GMCS	0	1	2	3	4	0																										
D W E S	<i>Lateral epicondylitis</i>	0 1 2 3 4	<table border="1"> <tr><td></td><td></td><td></td><td></td><td></td><td>Net</td></tr> <tr><td>GMFH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>GMPE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>0</td></tr> <tr><td>GMCS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table> <p>(Optional: QuickDASH Score: ) Net Adjustment = (GMFH - CDX) + (GMPE - CDX) + (GMCS - CDX)</p>						Net	GMFH	0	1	2	3	4	n/a	GMPE	0	1	2	3	4	0	GMCS	0	1	2	3	4	n/a	≤-2 -1 0 +1 ≥+2 A B <b>C</b> D E	1%
					Net																											
GMFH	0	1	2	3	4	n/a																										
GMPE	0	1	2	3	4	0																										
GMCS	0	1	2	3	4	n/a																										
D W E S		0 1 2 3 4	<table border="1"> <tr><td></td><td></td><td></td><td></td><td></td><td>Net</td></tr> <tr><td>GMFH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td></td></tr> <tr><td>GMPE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td></td></tr> <tr><td>GMCS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td></td></tr> </table> <p>(Optional: QuickDASH Score: ) Net Adjustment = (GMFH - CDX) + (GMPE - CDX) + (GMCS - CDX)</p>						Net	GMFH	0	1	2	3	4		GMPE	0	1	2	3	4		GMCS	0	1	2	3	4		≤-2 -1 0 +1 ≥+2 A B C D E	
					Net																											
GMFH	0	1	2	3	4																											
GMPE	0	1	2	3	4																											
GMCS	0	1	2	3	4																											
Combined UEI					9% UEI																											

Peripheral Nerve/CPRS II Impairments	Sensory and Motor Grading	Assigned Class	Grade Modifier Adjustments	Assigned Dx Grade	Combined UEI																												
	Sensory Deficit 0 1 2 3 4 n/a  Motor Deficit 0 1 2 3 4 n/a	Sensory Deficit 0 1 2 3 4  Motor Deficit 0 1 2 3 4	<table border="1"> <tr><td>GMFH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>GMCS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table> <table border="1"> <tr><td>GMFH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>GMCS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table>	GMFH	0	1	2	3	4	n/a	GMCS	0	1	2	3	4	n/a	GMFH	0	1	2	3	4	n/a	GMCS	0	1	2	3	4	n/a	Sensory: A B C D E  Motor: A B C D E	
GMFH	0	1	2	3	4	n/a																											
GMCS	0	1	2	3	4	n/a																											
GMFH	0	1	2	3	4	n/a																											
GMCS	0	1	2	3	4	n/a																											
Entrapment																																	
<i>Median Nerve</i>	<i>Electrodiagnostics: Conduction delay</i>		<table border="1"> <tr><td>Test</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>History</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>Physical</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table>	Test	0	1	2	3	4	n/a	History	0	1	2	3	4	n/a	Physical	0	1	2	3	4	n/a	Average: 1 Functional Grade: n/a Mild Moderate Severe	1%							
Test	0	1	2	3	4	n/a																											
History	0	1	2	3	4	n/a																											
Physical	0	1	2	3	4	n/a																											

CRPS I Impairment	Assigned Class	Adjustments	Assigned Grade	Final UEI																					
	0 1 2 3 4	<table border="1"> <tr><td>FH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>PE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>CS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table>	FH	0	1	2	3	4	n/a	PE	0	1	2	3	4	n/a	CS	0	1	2	3	4	n/a	A B C D E	
FH	0	1	2	3	4	n/a																			
PE	0	1	2	3	4	n/a																			
CS	0	1	2	3	4	n/a																			

Amputation	Assigned Class	Adjustments	Assigned Grade	Final UEI																					
<i>Little at DIP</i>	0 1 2 3 4	<table border="1"> <tr><td>FH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>PE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>CS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table>	FH	0	1	2	3	4	n/a	PE	0	1	2	3	4	n/a	CS	0	1	2	3	4	n/a	A B C D E	5% UEI
FH	0	1	2	3	4	n/a																			
PE	0	1	2	3	4	n/a																			
CS	0	1	2	3	4	n/a																			

Adjustment Abbreviations  
 S - Shoulder  
 E = Elbow  
 W = Wrist  
 H = Hand  
 D - Digit  
 GMFH = Grade Modifier Functional History  
 GMPE = Grade Modifier Physical Examination  
 GMCS = Grade Modifier Clinical Studies

Motion	Total UEI	Assigned Class
Joint		0 1 2 3 4
		0 1 2 3 4
		0 1 2 3 4
Combined UEI		

Summary	Final UEI
Diagnosis-Based Impairment	9%
Peripheral Nerve	
Entrapment	1%
CRPS (Stand-alone)	
Amputation	5%
Range of Motion (Stand-alone)	
Final Combined Impairment	15%
Whole Person Impairment (Regional Impairment)	9% WPI

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
 Printed name: \_\_\_\_\_

**FIGURE 16-13**  
Lower Extremity Impairment Evaluation Record Example

Name: <i>Jane Doe</i>	Exam Date: <i>8/8/07</i>
ID Number: _____ Sex: <b>F</b> M Side: <b>R</b> <b>L</b>	Birth Date: <i>11/9/73</i>
Diagnosis: <i>Ankle Fracture, ACL Tear, Amputation Great Toe</i>	Injury Date: <i>7/1/05</i>

Table	Diagnosis / Criteria	Assigned Class	Grade Modifier Adjustments	Assigned Dx Grade	Final LEI																								
FA K H	<i>Ankle (Fibula) Fracture, healed</i>	0 1 2 3 4	<table border="1"> <tr><td></td><td></td><td></td><td></td><td></td><td>Net</td></tr> <tr><td>GMFH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>GMPE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>GMCS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td></tr> </table> (Optional: AAOS Lower Limb Score: )						Net	GMFH	0	1	2	3	4	GMPE	0	1	2	3	4	GMCS	0	1	2	3	4	A B C D E	5%
					Net																								
GMFH	0	1	2	3	4																								
GMPE	0	1	2	3	4																								
GMCS	0	1	2	3	4																								
FA K H	<i>Anterior cruciate ligament tear, with mild laxity</i>	0 1 2 3 4	<table border="1"> <tr><td></td><td></td><td></td><td></td><td></td><td>Net</td></tr> <tr><td>GMFH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>GMPE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>GMCS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td></tr> </table> (Optional: AAOS Lower Limb Score: )						Net	GMFH	0	1	2	3	4	GMPE	0	1	2	3	4	GMCS	0	1	2	3	4	A B C D E	7%
					Net																								
GMFH	0	1	2	3	4																								
GMPE	0	1	2	3	4																								
GMCS	0	1	2	3	4																								
FA K H		0 1 2 3 4	<table border="1"> <tr><td></td><td></td><td></td><td></td><td></td><td>Net</td></tr> <tr><td>GMFH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>GMPE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>GMCS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td></tr> </table> (Optional: AAOS Lower Limb Score: )						Net	GMFH	0	1	2	3	4	GMPE	0	1	2	3	4	GMCS	0	1	2	3	4	A B C D E	
					Net																								
GMFH	0	1	2	3	4																								
GMPE	0	1	2	3	4																								
GMCS	0	1	2	3	4																								
Combined LEI					12%																								

FA = Foot Ankle K = Knee H = Hip

FH applied to single highest diagnosis

Peripheral Nerve/CRPS II Impairments	Sensory and Motor Grading	Assigned Class	Adjustments	Assigned Dx Grade	Combined LEI														
	Sensory Deficit 0 1 2 3 4 na Motor Deficit 0 1 2 3 4 na	Sensory Deficit 0 1 2 3 4 Motor Deficit 0 1 2 3 4	<table border="1"> <tr><td>FH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>CS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table>	FH	0	1	2	3	4	n/a	CS	0	1	2	3	4	n/a	Sensory: A B C D E Motor: A B C D E	
FH	0	1	2	3	4	n/a													
CS	0	1	2	3	4	n/a													
	Sensory Deficit 0 1 2 3 4 na Motor Deficit 0 1 2 3 4 na	Sensory Deficit 0 1 2 3 4 Motor Deficit 0 1 2 3 4	<table border="1"> <tr><td>FH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>CS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table>	FH	0	1	2	3	4	n/a	CS	0	1	2	3	4	n/a	Sensory: A B C D E Motor: A B C D E	
FH	0	1	2	3	4	n/a													
CS	0	1	2	3	4	n/a													

CRPS I Impairment	Assigned Class	Default LEI	Adjustments	Assigned Grade	Final LEI																					
	0 1 2 3 4		<table border="1"> <tr><td>FH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>PE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>CS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table>	FH	0	1	2	3	4	n/a	PE	0	1	2	3	4	n/a	CS	0	1	2	3	4	n/a	A B C D E	
FH	0	1	2	3	4	n/a																				
PE	0	1	2	3	4	n/a																				
CS	0	1	2	3	4	n/a																				

**Adjustment Abbreviations**  
 FA = Foot / Ankle  
 K = Knee  
 H = Hip  
 GMFH = Functional History  
 GMPE = Physical Exam  
 GMCS = Clinical Studies

Amputation	Assigned Class	Default LEI	Adjustments	Assigned Grade	Final LEI																					
<i>Amputation great toe at MTP</i>	0 1 2 3 4	12%	<table border="1"> <tr><td>FH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>PE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>CS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table>	FH	0	1	2	3	4	n/a	PE	0	1	2	3	4	n/a	CS	0	1	2	3	4	n/a	A B C D E	13%
FH	0	1	2	3	4	n/a																				
PE	0	1	2	3	4	n/a																				
CS	0	1	2	3	4	n/a																				

Motion	Total LEI	Assigned Class
		0 1 2 3 4
		0 1 2 3 4
		0 1 2 3 4
Combined LEI		

Summary	Final LEI
Diagnosis-based Impairment	12%
Peripheral Nerve	
CRPS	
Amputation	13%
Range of Motion (Stand-alone)	
Final Combined Impairment	24% LEI
Whole Person Impairment (Regional Impairment)	10% WP

**FIGURE 17-7**

**Spine and Pelvis Impairment Evaluation Record Example (Based on Example 17-2)**

Name: <i>John Smith</i>			Exam Date: <i>11/04/07</i>		
ID Number: <i>356-92-XXXX</i>		Sex: F (M)	Side: (R) L	Birth Date: <i>12/07/1971</i>	
Diagnosis:			Injury Date:		

  

Grid	Diagnosis-Based Impairments Diagnosis / Criteria	Class Diagnosis (CDX)	Grade Modifier Adjustments	Net Adjustment Value and Assigned Grade Modifier	Whole Person Impairment																															
Cervical (C)	<i>Cervical disk herniation with resolved right-sided C6 radiculopathy</i>	0 1 2 3 4	<table border="1"> <tr><td>GMFH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>GMPE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>GMCS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table> <p>Net Adjustment = (GMFH - CDX) + (GMPE - CDX) + (GMCS - CDX)</p>	GMFH	0	1	2	3	4	n/a	GMPE	0	1	2	3	4	n/a	GMCS	0	1	2	3	4	n/a	<p>Adjusted Grade = Net Adjustment applied to Default Value C</p> <table border="1"> <tr><td>≤2</td><td>-1</td><td>0</td><td>+1</td><td>≥2</td></tr> <tr><td>A</td><td>B</td><td>C</td><td>D</td><td>E</td></tr> </table>	≤2	-1	0	+1	≥2	A	B	C	D	E	6%
GMFH	0	1	2	3	4	n/a																														
GMPE	0	1	2	3	4	n/a																														
GMCS	0	1	2	3	4	n/a																														
≤2	-1	0	+1	≥2																																
A	B	C	D	E																																
Thoracic (T)		0 1 2 3 4	<table border="1"> <tr><td>GMFH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>GMPE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>GMCS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table>	GMFH	0	1	2	3	4	n/a	GMPE	0	1	2	3	4	n/a	GMCS	0	1	2	3	4	n/a	<p>Adjusted Grade</p> <table border="1"> <tr><td>≤2</td><td>-1</td><td>0</td><td>+1</td><td>≥2</td></tr> <tr><td>A</td><td>B</td><td>C</td><td>D</td><td>E</td></tr> </table>	≤2	-1	0	+1	≥2	A	B	C	D	E	
GMFH	0	1	2	3	4	n/a																														
GMPE	0	1	2	3	4	n/a																														
GMCS	0	1	2	3	4	n/a																														
≤2	-1	0	+1	≥2																																
A	B	C	D	E																																
Lumbar (L)		0 1 2 3 4	<table border="1"> <tr><td>GMFH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>GMPE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>GMCS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table>	GMFH	0	1	2	3	4	n/a	GMPE	0	1	2	3	4	n/a	GMCS	0	1	2	3	4	n/a	<p>Adjusted Grade</p> <table border="1"> <tr><td>≤2</td><td>-1</td><td>0</td><td>+1</td><td>≥2</td></tr> <tr><td>A</td><td>B</td><td>C</td><td>D</td><td>E</td></tr> </table>	≤2	-1	0	+1	≥2	A	B	C	D	E	
GMFH	0	1	2	3	4	n/a																														
GMPE	0	1	2	3	4	n/a																														
GMCS	0	1	2	3	4	n/a																														
≤2	-1	0	+1	≥2																																
A	B	C	D	E																																
Pelvis (P)		0 1 2 3 4	<table border="1"> <tr><td>GMFH</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>GMPE</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> <tr><td>GMCS</td><td>0</td><td>1</td><td>2</td><td>3</td><td>4</td><td>n/a</td></tr> </table>	GMFH	0	1	2	3	4	n/a	GMPE	0	1	2	3	4	n/a	GMCS	0	1	2	3	4	n/a	<p>Adjusted Grade</p> <table border="1"> <tr><td>≤2</td><td>-1</td><td>0</td><td>+1</td><td>≥2</td></tr> <tr><td>A</td><td>B</td><td>C</td><td>D</td><td>E</td></tr> </table>	≤2	-1	0	+1	≥2	A	B	C	D	E	
GMFH	0	1	2	3	4	n/a																														
GMPE	0	1	2	3	4	n/a																														
GMCS	0	1	2	3	4	n/a																														
≤2	-1	0	+1	≥2																																
A	B	C	D	E																																

Signed: *Dr. Know*

Date: *11/04/07*

Whole Person Impairment: **6%**