


Employment Cost Solutions



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Lower **Costs.** ^{Higher} **Productivity.**

Three Easy Components

- Functional Job Analysis & Description
- Pre-Work Screen
 - Not a Pre-Placement Physical or Lifting Test
- Work Status Testing
& Functional Capacity Evaluation



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Stories, not Stats.

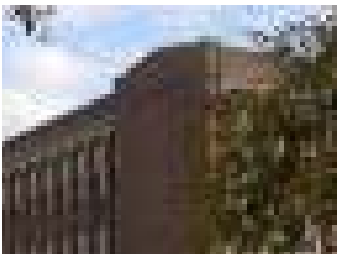
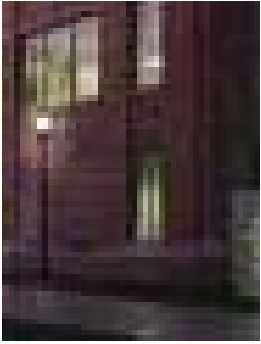
How about Fascinating Stats?

- 50% of Injuries – First 12 months
- 50% of all injuries are MSDs
- 8% of Annual Workforce Capacity
- 3:1 Return, plus intangible benefits
- 2nd Highest Cost of Doing Business

(Service Industries)



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The times, they are a... changed.

- Health Care & Work Comp
- Legal fees (and hassles) related to Settlements
- Energy and Transportation Expenses
- Legislation:

Americans with Disabilities Act, 1991

- Defined pre-hire medical questions as discrimination
- Forced screening to the post-hire arena
- Resulted in more exact, scientific/medical solution:





Functional Job Analysis (FJA)

- Critical First Step
 - Identify highest cost positions

- Guessing isn't good enough
 - "Game of Inches"
 - What job are you screening for?
 - Interview current workers/supervisors



Functional Job Description (FJD)

- Validated: Worker
- Validated: Immediate Superior, H.R. Staff, and/or Owner
 - realistic expectations
 - legally defined limitations – i.e. lessened liabilities
 - Company owned – use for future job openings postings, more effective training



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Functional Job Description:

Detailed, ADA compliant description which includes job title, job objective(s), essential job functions, non-essential job functions, equipment used, significant work measurements, critical demands, possible modifications and reasonable





Pre-Work Screen (PWS)

- **NOT** Pre-placement Medical Physical
 - PPMPs are not functional to specific job
 - Generalized, often federally defined (DOT)
 - “...count on One hand in Five years.”
 - Compare to PWS: 5-8% of Med. Duty
9-12% of Heavy Duty
18-23% of Very-Heavy Duty

- **NOT** Strength Testing
 - Measures ability to manipulate a weight machine
 - Functional?
 - Minimal attention paid to body mechanics



PWS: Continued...

“The healthiest an employee will ever be is during their Pre-Work Physical or Screening.”

Body Mechanics

- 1) Mostly Irrelevant: Ability to lift, push, pull, squat, reach, stand, crouch, bend, walk, lay, sit, etc.
 - Very few cannot do it at all
 - Often viewed as a competition



PWS: Continued

Body Mechanics

2) Relevant: Mechanics used reveal:

- Overexertion: “lift it right”, not “lift a lot” or “lift it fast”
- Stronger likelihood for future MSD

3) Critical: Ability/inability to alter mechanics reveals:

- Pre-existing injury,
- accommodations needed
(baseline measure)
- Definite Injury Risk



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Pre-Work Screen:

A validated simulation of work performed after an employee is hired and before he/she is placed so that a determination of their physical abilities to meet the critical demands





Pre-Work Screen: Benefits

PRODUCTIVITY

- Loyalty and Job Satisfaction
- Lower Turnover
 - Fewer searches, screenings, interviews & trainings
 - Longer tenure = greater expertise, efficiency
- Less “Lost Time”, subsequent Overtime
- Job Matching/Job Banks/Job Rotation
 - Only when a handful of FJDs are available
 - Filter numerous new-hires to jobs that mirror ability



PWS Benefits: Continued

BOTTOM LINE

■ Fewer Injuries:

- Fewer claims, deductibles paid
- Lower premium via improved Exp. Mod.
- Possible dividend
- Decreased liability
 - Baseline Ability Measure
 - Validated/Signed Job Description






Pre-Work Screen: What to Look For

- 1) Screens based on a Job Description not written on site (by the same team that eventually performs the screen) are not effective.
- 2) Without employer/employee input, job descriptions have no validity.
- 3) Screens must be functional if used as indicator of injury potential.
- 4) Therapist performs screen one-on-one with new-hire
- 5) Nothing more important: Objectivity
 - Companies that offer injury care (doctors, physical/occupational therapy clinics & hospital systems) inherently lack objectivity because a “screening mistake” eventually ends up as a patient.





Work Status Testing (WST) Functional Capacity Evaluations (FCE)

- PWS' Bigger, stronger brothers
 - born to same parents: FJA & FJD
- Focus is on Injured Employees
- Ordered by Case Managers/Insurance Adjusters during ineffective RTW:
 - Should be used as early as possible
 - WST is ideal in such cases





WST & FCE: What to Look For

- 1) Validity must be supported by extensive peer-reviewed, medically-based research articles
- 2) Licensed therapist, only performing one test/evaluation at a time
- 3) Test/Evaluation is performed when/where it is most convenient for the patient
- 4) Objectivity – When the same therapist/therapy clinic that performed the rehab therapy then performs the test/evaluation, they do so with an inherent conflict of interest, rendering the results biased.





Lower **Costs.** Higher **Productivity.**

- Functional Job Analysis & Description
 - Make sure your descriptions are functional and current
- Pre-Work Screen
 - Ensure new-hires physically meet requirements of the job
- Work Status Testing & Functional Capacity Evaluation
 - Expedite safe return-to-work

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