



# PHYSICAL THERAPY SPECIALISTS CLINIC Safety Consultants



November 2010

## MAKING SURE THE MANPOWER HAS THE MUSCLE

PTSC deals with ergonomic, health and wellness, safety, work injury, and risk management issues *EVERY* day.

Using the WorkSTEPS program, our certified ergonomic assessment specialists (CEAS) can evaluate any job and incorporate physical demands into a standard test to simulate the actual job in a controlled environment.

Incorporating job specific testing in pre-employment evaluations creates more validity in the test so it is more defensible should the results be challenged in court. In addition, the CEAS can evaluate work stations and equipment to make the workplace safer (i.e. changes in seating, modifying equipment, lighter tools, hydraulic lifts, etc.). The job analysis provides the employer with a detailed job description of what each position entails, and recommends safe measures to put into place.

The employee receives training on how to use proper body mechanics at work, like no twisting, no lifting sideways, and how to safely pick up and set down objects.

The musculoskeletal exam investigates potential medical risk areas, and allows for the collection of baseline physical measurements on new employees. For injured workers, the evaluation focuses on the injured body part. The results provide the physician with an accurate measure of the employee's physical capabilities post injury or before returning to full duty. If an employees is unable to perform all essential functions, the therapist recommends a work hardening program to help them progress back up to a full duty

level. A FFD test can also help determine the extent of a disability, determine job capability, and determine a reasonable accommodation. If a temporary modification is needed, the employer can make those adjustments then the provider will retest the employee in 30 days to determine if he/she is safe to return to full duty or if additional treatment is needed.

As safety consultants, we strive to create objective and fair hiring, prevent injuries, protect employees, and provide the best return to work conditions.

**Is your employee ready for the job?**

10% of the American workforce is physically not capable of performing their jobs.

75% of injuries occur among that same 10%

## What do employers need?

At PTSC, we know that employees who are physically capable of performing their jobs are more productive and have a reduced risk of injury.

Our WorkSTEPS testing protocols are ADA and EEOC compliant and are recognized by OSHA and NIOSH.

Interested in WorkSTEPS but still not sure about starting something new—come tour our clinic and try our test for FREE!

If there are other services PTSC can offer to help you let us know what YOU want to see.

Email [wellness@ptsconline.com](mailto:wellness@ptsconline.com)

Increase Productivity  
Decrease Injuries  
Safer Workplace

*Lost work days decreased by 28% after the first full year of testing new drivers, and decreased by 61% over the next four years.  
Western Dairy Transport, Cabool*

**PHYSICAL THERAPY  
SPECIALISTS**  
Greater Dedication. Greater Results.

## Post Offer Testing

- Interview of entire medical history
- Cardiovascular endurance test
- Musculoskeletal evaluation (head to toe) including assessments of range of motion, strength, posture and joint integrity
- Maximum effort lifting (floor to overhead positions)
- Baseline medical information—identifies pre-existing conditions and keeps measurements in a database for possible future comparison should the employee experience an injury
- Job specific tasks

## Fit for Duty Testing

- Functional evaluation post injury
- Medical interview regarding injury
- Musculoskeletal evaluation of injured body part
- Dynamic lift requirements for job
- Test must be job related and consistent with business necessity
- Job specific tasks
- Recommendation to return to work or implement successful work hardening plan of care
- Useful report for physicians to monitor effectiveness of treatment

## Reasons to Withdraw Offer

*(On a Post Offer Test for New Hires)*

**INCAPABLE/INCOMPLETE**—The applicant is not capable of performing the essential functions, or is not able to finish the test.

**LIES ABOUT MEDICAL HISTORY**—The applicant misrepresents, conceals or withholds relevant medical information.

**MISSED APPOINTMENT**—The applicant is late, or misses the appointment completely, without reasonable excuse.

**OBNOXIOUS BEHAVIOR**—The applicant is intoxicated or uncooperative (obnoxious, belligerent, threatening, angry, abusive).

**PHYSICIAN CONSENT**—The applicant refuses to obtain a consent from the physician clearing a medical condition to take the test or work in the desired position.

**RELEASE REFUSED**—The applicant chooses not to sign requested releases.

**SAFETY RISK**—The applicant poses “a direct threat” to themselves or others which cannot be eliminated or reduced by a reasonable accommodation.

**UNREASONABLE ACCOMMODATIONS & UNDUE HARDSHIP**—The accommodation requested to safely perform the essential functions will not be effective, or it will create undue hardship on the employer.



Dynamic Lifting



Cardiovascular Test



Job Specific Testing



## Baltimore Therapeutic Equipment (BTE)

The BTE can be used to simulate almost any type of work routine, from driving a truck to pushing a broom. Depending on a patient's needs, the exercises can be done at various resistances throughout their plan of care. It is a computerized system that allows for comparison testing to measure improvements.

## Functional Capacity Evaluation (FCE)

The FCE is a tool used on existing employees following an injury at work. It is more extensive than a FFD evaluation used for the following:

1. To determine the severity and legitimacy of an injury immediately following an incident.
2. To determine the progress made during rehab.
3. To determine the employee's ability to return to work post-treatment. Results can be compared to the post-offer comprehensive test against original baseline data.

A FCE provides employers and physicians with objective measurements of a worker's functional abilities and job demands. It consists of standardized tests and measurements, with emphasis on validity to determine the worker's ability to perform the physical demands of a specific job. Activities required may be balancing, carrying, climbing, crawling, kneeling, motor coordination, sitting, standing, and other general job demands outlined through a job analysis.

## Take a Proactive Approach and \$AVE

Healthcare is expensive, totaling 2.2 trillion dollars a year. As employees experience increased stress, anxiety, obesity, depression and heart disease due to lack of exercise, employers are incurring more costs associated with medical expenses, lost production and increased premiums.

This cost alone should be enough to push employers to take a proactive approach and implement worksite well-

**87.5% of health care claims costs are due to an individual's lifestyle**

ness programs that focus on preventing injury and illness instead of taking a reactive approach and waiting for a potentially devastating problem to arise. In addition to cost savings, employees will experience many positive benefits by catching problems early.

Poor lifestyle choices are the major cause of heart disease, chronic back pain, repetitive stress disorder and low employee morale. A comprehensive wellness & prevention program will address each area of risk for every individual and help them make the necessary positive changes.

PTSC's Wellness & Prevention Program does just that. First, every participant completes initial physical testing, a health risk assessment and blood work. Results from the baseline tests are generated, producing a Personal Wellness Profile (PWP)—a report that outlines all risk factors. Next, a wellness coach meets with each participant to review the PWP, help set goals, and implement a plan of action to achieve the goals. The accountability and personal contact with a wellness coach is essential for success.

## Choosing a Wellness Partner

Wellness Programs have been around for 30 years, but only recently have they made their way into the spotlight. If you are an employer seeking a wellness program for your employees, do you know what to look for? Here are the essentials to a good program.

**Health Screening:** Regular health screenings provide each employee with a snapshot of their own

health, including high risk areas. The screening should include a health risk assessment, physical measurements and blood work. A program is virtually ineffective without this tool.

**Wellness Coaching:** Once the testing is complete and results are reported, it is important that employees sit down and discuss the findings with a health coach.

## IF FOOD WERE HEALTH CARE

If food prices had risen at the same rates as medical inflation since the 1930's, we would be paying an astronomical amount for common grocery items.



- 1 dozen eggs \$80.20
- 1 pound apples \$12.33
- 1 pound sugar \$13.70
- 1 roll toilet tissue \$24.20
- 1 dozen oranges \$107.90
- 1 pound butter \$102.07
- 1 pound bananas \$16.04
- 1 pound bacon \$122.48
- 1 pound beef \$43.57
- 1 pound of coffee \$64.17
- 10 item total \$588.56

*American Institute for Preventive Medicine, 2007*

Follow up testing is conducted throughout the year to monitor improvements. Between testing periods, employees are encouraged to attend education classes, participate in challenges, and share their successes. This helps ensure the positive changes are continued, not just practiced for a short period of time then forgotten.

For the employer, a decrease in risk factors means healthier, happier and more productive employees. It also means money is saved. The average return on investment for a wellness program is \$5 saved for every \$1 spent—so investing \$365 per employee (just \$1 a day), the savings are almost \$2,000 per employee per year!

**2/3 of all cancer deaths could be prevented through lifestyle changes in diet, exercise, cancer screening and quitting tobacco**



**Staff Qualifications:** Access to qualified specialists in each area of wellness is essential for a well rounded program. PTSC works with a psychologist, family physician, cooking coach, nutritionist, financial counselor, qualified wellness coaches, and more.

**Education:** Monthly education programs are offered to teach participants about various areas of their health.

Greater Dedication. Greater Results.

Physical Therapy Specialists Clinic  
1480 W. 8th Street  
West Plains, MO 65775

Phone: 417-256-5669

Fax: 417-256-5699

E-mail: [wellness@ptsconline.com](mailto:wellness@ptsconline.com)

[www.ptsconline.com](http://www.ptsconline.com)

PTSC Wellness & Prevention Program participants receive a discount at these local partners.



## Give the Gift of Health this Holiday Season!

### TO YOUR EMPLOYEES.

PTSC will administer a comprehensive wellness program to meet the needs of your company and your employees. By outsourcing your wellness program to qualified and competent professionals who specialize in delivering high-quality health screening services for businesses you can have all the benefits of onsite services with healthcare professionals leading the charge.

### TO YOUR FAMILY AND FRIENDS.

PTSC's Wellness & Prevention Program is the key to keeping those New Year's resolutions. Join with your entire family and receive special discounts! The one-on-one meetings with your wellness coach will provide you with the extra accountability and necessary resources to help you meet your goals. You can attend monthly education programs, use PTSC's workout facilities, participate in fun challenges, and see and feel results of your success.

## FREE Health Risk Assessment

Redeem this coupon for a FREE Health Risk Assessment with the Physical Therapy Specialists Clinic Wellness & Prevention Program. The HRA includes a questionnaire and biometric measurements (weight, body fat percentage, waist, height, body mass index). Does not include blood work.

Call 417-256-5669 to schedule at least one week in advance. Only one coupon may be used for an employee per company. Expires 12/30/ 2010.