

## Work Hardening – Physical Conditioning



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MSR Work Solutions

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## Workplace Injury Prevention Programs

- Employer Specific Stretching Programs
- Orthopedic Screens
- Back School / Proper Lifting Techniques Class

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## Employer Specific Stretching Programs

- Job Site Analysis
- Design a specific stretching program for employees.
- Return to work place for training and implementation

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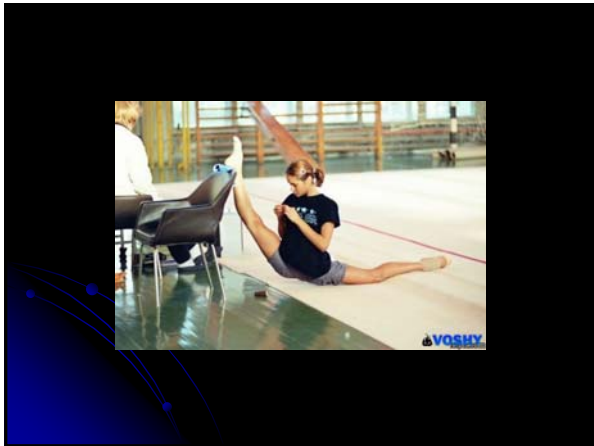
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### Orthopedic Screens

- On site screens for employees
- Blood Pressure Screen included
- Broken down into 3 regions: Upper extremity, Spine and Lower Extremity.
- Home exercise programs issues for concerns
- Education given to employee regarding "red flags"

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The core strength test



Neck strength test



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### Back School/Proper Lifting Techniques

- On site video assisted presentation
- Reviews proper lifting techniques
- Demonstrations on job site equipment
- Carry over for techniques away from the workplace

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### Post Offer Employment Testing or Screens

Definition: A test or screen, performed after a conditional offer, to assess an applicants physical abilities to perform job functions.

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### The Testing or Screen must be EEOC compliant

- Conditional post offer
- Must reflect job duties
- No adverse effects
  
- Dial Corporation Suit
- Buyer Beware, there are many testing companies out there that do not follow these guidelines.

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### Case Study: Testing Soup to Nuts

A large food supplier warehouse with selectors of product, and drivers to deliver product to buyers.

2 separate test designed for each

Job Analysis were obtained, tasks observed, test designed

Every six months we reviewed all tests to determine if there was any adverse effect in the testing.

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### Recent research on Post Offer Employment testing

- Reimer et al studied the effectiveness of pre-employment screening combined with a workers fitness program for grocery warehouse workers. Found a significant decrease in injuries and injury-related expenses over a 3.5 year period.
- Nassau combined pre-work placement screening and case management for injuries that occurred on the job at a 250-bed hospital and found that the number of injuries did not decrease but the severity of the injuries were significantly less.
- In both cases, post offer employment testing was combined with another independent variable so it's difficult to assign just how much of an influence the testing really had on the outcomes.

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### More conclusive research.....post offer screenings the only intervention used.

- Gassoway and Flory performed screenings on nursing assistants at a regional health center. They found a slight decrease in injuries requiring medical intervention but a significant decrease in job turnover rate. The study shows that the company saved \$6 for every \$1 spent on screenings.
- Littleton tested physical plant applicants at a major university hospital and found that lost day cases decreased 18%, total injury costs decreased 78%, and that for every \$1 spent on post-offer screening, the employer saved \$18.

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### Benefits of Post Offer Screens

- Allows the employer to place employees in jobs they are physically able to perform; therefore decreasing the potential for injuries.
- A baseline of physical condition that can serve as rehab goals if the employee ever does get injured on the job.

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### Questions?

Thank you for your time.

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