

# Industrial Care Up-dates

Volume Nine

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## Pre-Work Screening

By: Jim Wortley,PT, MBA

### Why and how is it performed?

The reason for performing pre-work screening has been defined by Himmelstein by the statement "A worker's fitness to do a job, or the risk associated with performing a job, may affect the company's cost of doing business in a variety of ways." Employers are often concerned about (1) rising workers' compensation costs, (2) decreasing productivity or poor quality product, (3) the legal problems incurred if an employee causes an injury to a fellow worker, (4) the financial impact when a valuable worker is injured, (5) increasing governmental regulation, (6) protecting their valuable employees from the potential dangers and risk of injury at work. Pre-work screening has proven effective in reducing the cost of doing business by reducing on the job injuries and decreasing turnover of valuable employees.

When considering whether or not to perform a pre-work screen companies need to understand two important aspects, risk and susceptibility and functional fitness. Companies are often asking the question, "If a pre-work screen is performed can you predict if an individual will sustain an injury in the future?" Measuring a person's isometric, isotonic, or isokinetic strength is a measure of the physical abilities of the muscles to work in a specific position or motion. It doesn't become a functional fitness test until it mimics the motions required at the worksite. Functional fitness testing is an examination that is directly related to the type of activities performed at the worksite.

There are three types of pre-work screening, Pre-employment screening, pre-placement evaluations, and return to work evaluations. Pre-work screening is performed to determine if an applicant is physically

capable of performing the job for which they are being hired. Pre-placement screening are given to candidates who have a bona fide offer and are performed to determine where to place the applicant rather than hire. Return to work evaluations are performed after an injury has occurred to determine their ability to perform the critical job demands following an injury.

Pre-work screening has proven effective in preventing on the job injuries and reduction in employee turnover. It has been shown to be cost effective method of reducing costs and protecting valuable employees from disabling injuries.

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## Seminars for January and February Presidio Group

### OSHA Logs \*\*\*\*

January 7 10:00 a.m. (W)

### Complying with I-9 and E-Verification Guidelines

January 13 10:00 a.m. (W)

### NCCI

January 20 10:00 a.m. (O)

### Disability Insurance

January 28 10:00 a.m. (W)

### MYWAVE Training

February 2 10:00 a.m. (W)

### Hiring and Interviewing

February 10 10:00 a.m. (W)

### NCCI

February 17 10:00 a.m. (O)

### COBRA Insource/Outsource

February 25 10:00 a.m. (W)

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W= Webinars

O= In Office