

EMPLOYER

OUR COMMITMENT TO YOU:

Help you reduce your frustrations and costs as an employer. When you utilize our therapists and isokinetic testing, you will benefit from our objective progress reports, consistent communication, quicker recovery times, and fewer injuries.

OUR GOAL IS TO HELP YOU ACCOMPLISH:

EMPLOYERS GOALS:

1. Hire the "right" employee for the job
2. Reduce & remain in control of work comp claims
3. Eliminate fraudulent work comp claims
4. Increase safety
5. Decrease work comp premiums

EMPLOYER'S ACTION PLAN:

1. Know each job category's Department of Labor strength level & incorporate into job descriptions
2. Updated policy & procedures regarding hiring process
3. Implement objective pre-hire testing
4. Determine current employees baselines (pre-injury levels) per job category
5. Utilize objective and efficient post injury rehab services

WORK COMP INJURY, EMPLOYER RESPONSIBILITIES

Per Equal Employment Opportunity Commission (EEOC) requirements, the employer must:

1. Identify the injured body part or joint
2. Return the employee to pre-injury level

WORKERS COMP VS TESTING COST

1. Determine amount spent on musculoskeletal/soft tissue work comp injures/year
2. Average number of employees hired/year x \$150/test vs Average cost of work comp claim of \$42,000.
3. Great potential to save money, increase safety, and decrease MOD rate



PRE-HIRE



One of these applicants has a soft tissue injury? Can you tell which one?
Unified Therapy Services can!

THE PREMISE:

Employees who are not physically matched to a job's strength demands are more likely to incur musculoskeletal (MSD) injuries resulting in additional expenses and thus less profit on your bottom-line. Unified Therapy Health Services provides an effective method for not only controlling but also reducing these costs by utilizing isokinetic testing.

THE SOLUTION:

A pre-employment screening is utilized during the interview process to match the physical capabilities of an applicant to the physical demands of the job. The test is administered **pre-offer** and is considered a non-medical exam by the Equal Employment Opportunity Commission (EEOC). The test and results are sent to the employer. The scores correlate to the Department of Labor Strength Levels, that you can implement into job descriptions. If the applicant meets or exceeds the strength qualifications then the employer can be **98% confident** the employee will not get hurt performing specified job duties.

Humac Norm technology measures muscle strength and range of motion for the knees and shoulders, while providing objective data. Using isokinetic testing will prevent you from hiring someone with a pre-existing injury who is likely to become your next work comp injury. It also establishes pre-hire baselines that keep the employer in control during work comp injuries and eliminates an employee's ability to "fake" an injury at a later time.

Incumbent Testing is used to establish pre-injury baselines for existing employees. The EEOC requires employers to return injured employees back to their pre-injury level. Without objectively knowing the pre-injury baseline it is difficult for employers to know when an employee has reached his/her pre-injury level. Incumbent testing is considered a non-medical test and can be administered at anytime as long as every employee in the selected job classification is tested at that location.



Industrial Physical Capability Services, Inc.

for

Any Company

Any Town

Standard Form

Name : **John Doe**

Test Type : **New Hire**

SS # : **6789**

Test Kind : **Isokinetic**

Date of Test : **1/10/2017**

Applying for : **Driver**

Date of Report : **1/11/2017**

Score Req. : **Heavy**

Provider : **IPCS Hudson**

Results : **Does not meet minimum physical demands of the essential functions of Driver.**

I.P.C.S. : **1.15**

Rating : **Medium**

Reasons for Results :

Score Required :

Shoulder Score: 0.39 > 0.78

Knee Score: 0.76 > 0.78

IPCS Score: 1.15 > 1.56

John Doe did not meet the minimum requirements for the job because the overall shoulder score is below the required score.

* There is an imbalance in the Shoulder Extensors where the Left Shoulder is weaker than the Right Shoulder.

Thank you,

Thomas B. Gilliam, Ph.D.

Isokinetic Testing

Unified Therapy Services has teamed with Industrial Physical Capability Services (IPCS), an industry leader in isokinetic physical capability evaluations. Utilizing the Humac Norm machine we plan to better meet the needs of our clients by reducing the probability of developing an overexertion musculoskeletal disorder. Isokinetics is the only form of testing which applies accommodating resistance and creates a force curve for each joint tested. This testing is also the only one that is **Objective, Standardized, Non-Discriminatory, Safe, and Legally Defensible**. Additionally noted should be that the Humac Norm is also used by pro athletes.

Pre-Hire Isokinetic Testing:

Isokinetic testing using the Humac Norm machine examines dynamic muscle performance of the knees and shoulders. After the testing is complete results will be faxed or emailed to the employer in 24-48 hours. Results will correlate to the Department of Labor Strength Levels. This isokinetic testing technology is 98% predictive at matching a candidate's physical capabilities to the physical demands of the job.

This objective test complies with DOL, DOI, the Americans with Disabilities ACT (ADA) and the Equal Employment Opportunity Commission (EEOC) regulations. It is a perfect fit for companies trying to reduce the number of injuries employees incur.



Post Injury Isokinetic Testing:

- Identifies the injured joint
- Validates the EE's injured joint is back to pre-injury level
- Address malingering, when present, early in the medical evaluation process
- Accurately identified current and on-going modified duty capabilities
- Tracks progress of rehabilitation
- Is reproducible, standardized, safe, defensible, 100% objective



JOB TASK ANALYSIS



Job Task Analysis (JTA) is an on-site service we provide to our clients to determine the Department of Labor Job Classification for selected jobs. Conducting a JTA involves our trained professionals interviewing incumbent employees and supervisors as well as observing them perform the required job tasks. We record work postures, reaches, pushes, pulls, and lift forces, along with the frequencies of the job tasks involved. The JTA is the most widely accepted and nationally used process for determining valid job content and employment requirements. This can be very useful for several reasons, including:

- Construct accurate and valid job descriptions
- Determine legitimate physical job demands
- Develop and/or validate training curricula
- Assist occupational health professionals in establishing restricted duty guidelines after an injury
- Help identify areas of a job that may require excessive force
- Indicate ergonomic changes that may reduce on-the-job injuries

(see back)



IPCS Strength Definitions, Based on US DOL Strength Information

	Sedentary Lev 0 2	Light Level 0 3	Light-Medium Level 0.5 4	Medium Level 1 5	Medium-Heavy Level 1.5 6	Heavy Level 2 7	Heavy-Very Heavy Level 2.5 8	Very Heavy Level 3 9
SH Torque	-0.7160	39.2280	63.8180	88.4080	112.9980	137.5880	181.8500	226.1120
SH BW	0.1248	0.2950	0.4165	0.5381	0.6597	0.7812	1.0000	1.2188
KN Torque	9.6100	74.3070	125.0420	175.7770	226.5120	277.2470	368.5700	459.8930
KN BW	0.1274	0.2970	0.4182	0.5394	0.6606	0.7818	1.0000	1.2182
TR Torque	0.0000	25.2000	41.9140	58.6280	88.0680	117.5080	170.5000	223.4920
TR BW	0.0000	0.1581	0.3033	0.4484	0.5940	0.7387	1.0000	1.2613
Overall	27.6920	137.3540	208.5740	279.7940	351.0140	422.2340	550.4300	678.6260
IPCS Score -KS	0.2522	0.5920	0.8348	1.0775	1.3203	1.5632	2.0000	2.4370
IPCS Score -KSB	0.2500	0.7500	1.1400	1.5300	1.9100	2.3000	3.0000	3.7000

Less than Sedentary - Exerting up to 5 pounds of force occasionally (activity or condition exists up to 1/3 of the time), and/or a negligible amount of force frequently (activity or condition exists from 1/3 to 2/3 of the time) to move objects.

Sedentary - Exerting up to 10 pounds of force occasionally (activity or condition exists up to 1/3 of the time), and/or a negligible amount of force frequently (activity or condition exists from 1/3 to 2/3 of the time) to move objects.

Light: Exerting up to 15 pounds of force occasionally (activity or condition exists up to 1/3 of the time), and/or up to 5 pounds of force frequently (activity or condition exists from 1/3 to 2/3 of the time), and/or a negligible amount of force constantly to move objects.

Light - Medium: Exerting 15 to 20 pounds of force occasionally (activity or condition exists up to 1/3 of the time), and/or 5 to 10 pounds of force frequently (activity or condition exists from 1/3 to 2/3 of the time), and/or greater than negligible up to 5 pounds of force constantly to move objects.

Medium: Exerting 20 to 35 pounds of force occasionally (activity or condition exists up to 1/3 of the time), and/or 10 to 15 pounds of force frequently (activity or condition exists from 1/3 to 2/3 of the time), and/or greater than negligible up to 10 pounds of force constantly to move objects.

Medium-Heavy: Exerting 35 to 50 pounds of force occasionally (activity or condition exists up to 1/3 of the time), and/or 15 to 25 pounds of force frequently (activity or condition exists from 1/3 to 2/3 of the time), and/or 10 pounds of force constantly to move objects.

Heavy: Exerting 50 to 75 pounds of force occasionally (activity or condition exists up to 1/3 of the time), and/or 25 to 40 pounds of force frequently (activity or condition exists from 1/3 to 2/3 of the time), and/or 10 to 15 pounds of force constantly to move objects.

Heavy-Very Heavy: Exerting 75 to 100 pounds of force occasionally (activity or condition exists up to 1/3 of the time), and/or 40 to 50 pounds of force frequently (activity or condition exists from 1/3 to 2/3 of the time), and/or 15 to 20 pounds of force constantly to move objects.

Very Heavy: Exerting in excess of 100 pounds of force occasionally (activity or condition exists up to 1/3 of the time), and/or in excess of 50 pounds of force frequently (activity or condition exists from 1/3 to 2/3 of the time), and/or in excess of 20 pounds of force constantly to move objects.

POST INJURY & WORK COMP

Unified Therapy Health Services Provides:

1. **Best Practices** - We utilize evidence based practices along with modalities of heat and a consistent, individualized treatment program
2. **Communication** - You will receive updates of your employee's attendance and bi-weekly physical therapy reports
3. **Efficiency** - We pride ourselves on efficiently returning employees to work
4. **Control** - We help you stay in control of the claim, save money & prevent strength related injuries



JOINT COMPARISON - We recommend every musculoskeletal injury be verified via isokinetic testing as soon as the Doctor/Physical Therapist (PT) will allow. This is to prevent symptom magnification, fraudulent claims, and/or malingering. The test is considered "cost neutral" to the company and pricing is insurance driven. The PT simply replaces subjective data with a 100% objective isokinetic test. Doctors and PT's can use the data to support diagnosis and develop treatment plans.

We recommend completing a joint comparison prior to each doctor visit. The test results are provided to the doctor and employer in order to track progress. Doctors are expected to update employers on the status of the employee in support of the Company's modified duty program. As the employee progresses, the work restrictions are easily changed to reflect the documented improvement based on the test results. Employers use these reports to monitor the employee's progress and make business decisions about replacement staffing or modified duty assignments.

RETURN-TO-WORK/FUNCTIONAL CAPACITY EVALUATIONS - These are required by most companies as part of their return-to-work policy. The test is considered a medical exam by the Equal Employment Opportunity Commission and must be conducted by a licensed medical provider. Employers request the return-to-work evaluation prior to an employee being released to full duty. Prior to the last Doctor visit a Return-to-Work Evaluation will be completed to ensure the injured employee is back to pre-injury level. The Return-to-Work test documents the employee is back to pre-injury level (as required by Workers' Compensation laws). This also protects the employer from future litigation. A copy is sent to the treating physician and is used by them to release the employee back to work. Again, the Physical Therapist simply replaces the existing subjective testing with a isokinetic test during the discharge evaluation. No additional cost is incurred by the employer.

*Isokinetic Testing has passed the Daubert Standard, meaning its data is acceptable evidence in court cases.



DRUG SCREENINGS



A Drug-Free Workplace

Unified Therapy Services provides both on & off site drug & alcohol screenings. We offer lab tested collections of several panel choices for the Department of Transportation (DOT) and NON-DOT agencies.

Reasons for Testing : random, pre-employment, return to work, reasonable suspicion, follow-up, or accident while on duty.

Additional Benefits

- Our technicians are fully certified
- Our Lifeloc Phoenix 6.0 BT provides immediate results for breath alcohol screenings.
- Chain of Custody Forms are used and are admissible in court.

We Can Screen For:

- Amphetamines
- Cocaine
- Opiates
- Marijuana
- Heroin
- Phencyclidine
- Barbiturates
- Benzodiazepines
- Methadone
- Methaqualone
- Oxycodone

*Additional screening panels available upon request.

Your Choice
for Workforce Solutions



Unified Therapy Services
4135 Pennsylvania Ave.
Dubuque, IA 52002
563.583.3408

Unified Therapy Services
1690 Elm Street, Suite 230.
Dubuque, IA 52001
563.583.4003



Our Clinic

Unified Therapy Services opened in 2012 to meet the needs of adult patients in the tri-state area. We specialize in the treatment of orthopedic and sports related conditions. Unified Therapy, therapist owned and nationally recognized, will continue to set the bar by exceeding customer expectations with platinum customer service and by providing the highest quality of care in a friendly and encouraging environment!

Our adult physical therapy practice also performs pre-employment screenings, incumbent evaluations, return to work/functional capacity evaluations (FCE's), and joint comparisons utilizing standardized isokinetic testing as part of our Worker's Compensation Rehabilitation Program.

Our Therapists

Unified Therapy Services' therapists are accredited & licensed in the State of Iowa, receiving continuing education multiple times a year. We are committed to staying up to date on therapy techniques & research to create an efficient and individualized recovery program.

Our Care For Your Employees

With one on one attention & individualized treatment plans specific to the employees needs, you will recognize the benefits while your employees receive the quality of care they deserve. Our highly qualified therapy staff have exceptional standards for rehabilitative care by following best practices. Please follow the next steps for exceptional care:

1. Call your occupational health physician and add Unified Therapy Services as your company's physical therapy provider.
2. Complete Unified Therapy Services Company Profile

**YOUR CHOICE
FOR PHYSICAL THERAPY.**

For more information please
contact us at (563) 583-4003.
www.UnifiedTherapy.com

Office Hours
Mon-Thurs 7:00 a.m. - 6:00 p.m.
Fri: 7:00 a.m. - 2:00 p.m.
*Other times available by request