

POST OFFER EMPLOYMENT TESTING OVERVIEW & FAQs

Are you preventing your next over exertion injury?

Work related musculoskeletal strain and sprain injuries account for more than 1/3 of all work injuries and 2/3 the cost of all work injuries. Workers that do not have the physical capacity to perform the physical demands of work are 3 times more likely to sustain an overexertion injury. The message is clear:

The GAP between physical capacity and physical demands of work often results in injury. Identifying this gap prior to the employee starting work will help you reduce workers compensation costs and increase productivity.



How Effective is Post Offer Employment Testing in Reducing Injuries ?

Functional Ergonomics clients get results! Our Post Offer Employment Testing (POET) have experienced the following:

- ✓ **Agricultural Company: 95% reduction in lifting related lower back injuries in Year One in new hires!**
- ✓ **Oil Well Drilling Business: 92% reduction in lower back injuries in first 2 years of program!**
- ✓ **Trucking Company: Achieved workers' compensation savings of \$411K in first year on an investment of <10K. An ROI of 400%!!**



What is Post Offer Employment Testing? (POET)



The Functional Ergonomics POET is a Functional Capacity Evaluation that consists of a systematic, reliable, valid, and objective physical testing battery that measure physical demands of work. Tests are selected based upon the most critical physical demands required to safely perform the essential job tasks.

Physical demands tested may include:

- ✓ Manual Material Handling –Dynamic Lifting & Carrying
- ✓ Job Specific Strength Testing – Pushing & Pulling Horizontally and Vertically
- ✓ Functional Mobility
 - ✓ Bending
 - ✓ Squatting
 - ✓ Crouching
 - ✓ Kneeling
 - ✓ Walking
 - ✓ Balancing
 - ✓ Climbing
- ✓ Functional Posture
 - ✓ Standing
 - ✓ Sitting
- ✓ Endurance – Cardiovascular Fitness

What industries/companies/jobs utilize POET?

Functional Ergonomics, Inc. has collaborated with businesses of all sizes from Fortune 100 companies to those with less than 10 employees. Our clients come from a wide variety of businesses and organizations including agriculture, energy, logistics, distribution, manufacturing, construction, schools, hospitals, and government. Our testing solutions work for any job in any industry that requires physically demanding work.



Is a POET Legally Defensible?

Yes! The POET is a legally defensible compliant test when structured, performed and reported correctly. Employment testing must meet all requirements set forth by The Equal Employment Opportunity Commissions (EEOC) Uniform Guidelines on Employee Selection Procedures, The Americans with Disabilities ACT of 1990 (ADA) and the ADA Amendments Act of 2008 (ADAA). The Functional Ergonomics POET is:

- ✓ Job specific and consistent with business necessity
- ✓ Performed following a conditional offer of employment has been made.
- ✓ Test selection and standards are derived directly from a Physical Demands Analysis (PDA) of each job titles essential tasks.
- ✓ Tests are validated using both content and criterion validity.

When is the POET performed?

- ✓ The POET is performed after a conditional offer of employment has been made and prior to the prospective employee beginning work. The POET is commonly referred to as a pre-employment test however, legally it must be used on a post offer basis to meet legal compliance with the ADA. The ADA states that if testing is performed at a health care facility, or by health care professionals, and/or any physiological measurements are collected then it is a medical exam and must be performed following an offer of employment.
- ✓ The POET is also recommended for incumbent employees who are transferring to a job position with different physical demand requirements.

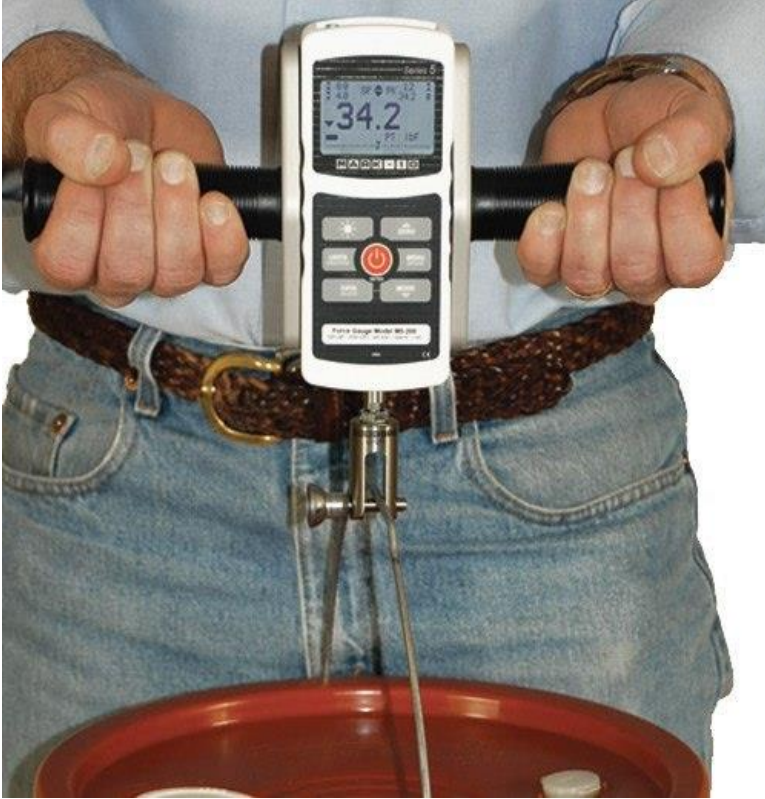


Is a medical examination required to perform a POET?

Many employers incorporate the POET following a medical examination. As an independent locally owned facility, Functional Ergonomics maintains a collaborative partnership with multiple occupational medical clinics for this purpose.

However, a POET may also be performed as a stand-alone test. Functional Ergonomics conducts a physical activity readiness screening on all individuals prior to performing the POET even if they have completed a medical examination. The screening includes baseline physiological measures such as blood pressure and resting heart rate. American College of Sports Medicine (ACSM) guidelines are used to determine if the individual may safely perform the POET. A referral is made to the appropriate medical professional for testing clearance if criteria for safe testing is not present.

Is a Physical Demands Analysis (PDA) Required?



It's the first step!

Objective quantification of the physical demands required to perform the essential job task is the building block for the POET. Data from the PDA is used to:

- ✓ Identify critical physical demands likely to result in the physical capacity gap
- ✓ Develop test components
- ✓ Set pass scores
- ✓ Establish test validity

Functional Ergonomics will review any existing PDAs with your job subject matter experts. If a PDA does not exist, we will perform on onsite visit and collect all necessary data.

How are test results reported?

A summary is emailed directly to the employer immediately following test completion. Results presented as follows:

- ✓ Results of the Functional Capacity Evaluation indicate the prospective employee **demonstrated** the ability to safely perform the physical demands required of the essential job functions.
- OR
- ✓ Results of the Functional Capacity Evaluation indicate the prospective employee **did not demonstrate** the ability to safely perform the physical demands required of the essential job functions.
 - Physical demands and essential tasks not able to be performed safely are listed.

Note: The conditional offer of employment can be withdrawn by the employer if the prospective employee does not demonstrate the ability to perform the essential job tasks and reasonable accommodation is not available.

Can a POET be used for reasonable accommodation and job modification?

ABSOLUTELY! In fact, this is one of the best features of functional testing. Our professionals are always available to discuss test performance and results with our clients. Understanding the test component and physical demands the prospective employee can or cannot perform safely is the initial part of any interactive process between the employee and employer. Functional Ergonomics may suggest appropriate ergonomic interventions including both engineering and administrative controls. Engineering controls consist of modifying the job, work area, tools, equipment to reduce the physical demands. Administrative controls may include rotation, assistance from another employee, training, etc.

Functional Ergonomics fits the job demands to the worker!



Who Administers a POET?

All POETs at Functional Ergonomics are administered by a Registered Kinesiotherapist (RKT). An RKT has completed a graduate or undergraduate program in Kinesiotherapy, 2000 hours of clinical internship, and passed a national certification exam. Annual continuing education units are required to maintain registrations. Functional Ergonomics RKTs have completed additional training in Functional Capacity Evaluation and Ergonomics achieving the Certified Work Capacity Evaluation (CWCE) designation. President and Owner Thomas B. Traut, M.Ed., RKT, CEASIII, CWCE and his associate Marco Barba, B.S., RKT have performed over 75,000 POETS in nearly 50 years of combined experience! **POETS ARE OUR SPECIALTY!**

