



Prevention: Occupational Health & Safety Newsletter

Provided by: Orthopedic and Sports Therapy Institute, Inc.

WORKSTEPS®

FUNCTIONAL

EMPLOYMENT TESTING:

- Pre-employment testing for conditional hires
- Reliable, legal, defensible testing program
- In accordance with the EEOC and ADA
- Includes comprehensive medical tests, dynamic lifting, and essential job functions
- Quantifies all pre-existing conditions
- Determines baseline on all hired employees
- Reduce workers' comp costs, insurance premiums, and lost time
- Affordable for both small and large organizations
- Tests include: Post-Offer Testing, Fit For Duty Testing, Upper Extremity Testing, and Functional Capacity Evaluations

For more information on the WorkSTEPS® Functional Employment Testing Program or our Industrial Rehabilitation Services; contact **Meghan Wilinski, Director of Marketing**: (815) 243-1240 or via email at: mwilinski@ostipt.com.

VISIT US ONLINE AT:
WWW.OSTIPT.COM



How Can My Company Look for Conditions That May Contribute to Musculoskeletal Disorders?

Information/ article provided by www.OSHA.gov

Both work-related and non-work related conditions can either individually, or by interacting with each other, give rise to musculoskeletal disorders (MSDs). Musculoskeletal disorders refers collectively to a group of injuries and illnesses that affect the musculoskeletal system. While there is no single diagnosis for MSDs, the conditions identified below are commonly included in the range of conditions that potentially constitute as "MSDs":

- Tendonitis
- Tenosynovitis
- Epicondylitis
- Carpal tunnel syndrome
- Bursitis
- deQuervain's disease
- Ganglion cyst
- Thoracic outlet syndrome
- Less precise entries such as sprains, strains, or tears



There are several approaches that may be used to determine whether conditions in the workplace might be contributing to employees developing MSDs. These approaches can be used individually or in combination.

Review and analyze injury and illness records to determine whether there is a pattern of ergonomic-related injuries in certain jobs or work tasks. This type of information can be found in your company's OSHA 300 Logs and/or claims made through Workers' Compensation.

Analyze the jobs or work tasks themselves to identify potential ergonomic problems before employee injuries occur. Determine if jobs present ergonomic risks that may contribute to MSDs. While completing and/or having an outside source complete your job analysis, seek employee input about the existence of ergonomic problems related to particular jobs or work tasks.

Beware of common contributing factors within your industry or job classifications. If other companies in the same industry have ergonomic-related problems, then it is possible these potential problems are also your concern.

WorkSTEPS® Helps Combat MSD Related Injuries in the Workplace

WorkSTEPS® Functional Employment Testing is a bio-ergonomic intervention that measures human strength and performance, and appropriately matches them to the physical demands of the job. The Testing Model has proven to **reduce work-related MSDs by an average of 50% in its first year of implementation** when used as a first line of defense in prevention of MSDs and **75% by the end of year three**. Functional testing combined with other injury management programming such as conditioning, ergonomics, etc., can help achieve reductions which are even more significant.

Along with reducing injuries comes the reduction of the related injury costs; modifier rates, reduction of lost time, decreased turnover and diminishing incidences of fraud and abuse. A recent study conducted for one of WorkSTEPS® national clients, performed by a independent injury management consulting group calculated that the **employer saved \$30.00 for every \$1.00 invested. To date the employer has reported a ROI of \$30,000,000.**

