



# 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](mailto:mwilinski@ostipt.com).

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## The Clinics of Orthopedic and Sports Therapy Institute are Now Offering Post-Offer Upper Extremity Testing

The Upper Extremity (Carpal Tunnel) Test is administered after the application, interview, and conditional offer. This test cannot be performed until the employer has made a conditional job offer and must be completed before the individual begins work. The Upper Extremity Test is approximately 30 minutes in length and can be administered as a stand-alone test, as part of the Post-Offer Comprehensive Test, or as a Post-Employment/ Fit For Duty Test used to determine capabilities as it relates to the job functions.

The Upper Extremity Test is a series of baseline tests utilized to identify common upper extremity syndromes that affect job function like carpal tunnel syndrome (CTS). The results are compared to norms and an employment recommendation is given to the employer based on findings during the test.

#### The test includes:

- Baseline specialty tests designed to detect common upper extremity syndromes
- Wrist ratio measurements
- Range of motion, impairment measures, and strength tests
- Sensory tests
- Nerve conduction test- identifies functions of major nerves of the hand

The carpal tunnel test is NOT used to diagnose CTS. It is only performed only as a baseline test to identify abnormalities that relate to strength, motion, or sensory loss in relation to common upper extremity problems or cumulative traumas. If the candidate demonstrates signs of abnormalities, they will be "Referred for Additional Medical Clearance," where a physician specialist will confirm or negate the seriousness of the symptoms as they relate to the diagnosis and the candidates ability to perform the essential job functions.

Such information has proven invaluable in negating future claims while at the same time maintaining a much healthier workplace. **For more information about testing, contact Meghan Wilinski at (815) 243-1240.**

## Meet our Director of Industrial Rehabilitation: Randy Wright, MS, ATC/L

Randy Wright, MS, ATC/L, is the Director of Industrial Rehabilitation for Orthopedic and Sports Therapy Institute. He is a graduate of Lewis University where he received a bachelor's degree in athletic training. Randy went on to pursue his master's degree in exercise physiology from the University of Illinois- Chicago.

Overall, Randy has nineteen years experience in serving the northern Illinois and southern Wisconsin communities in occupational health and industrial medicine. Services and programs include; developing and supervising work hardening programs, on-site job coaching, writing job descriptions, administering Post-Offer and Fit For Duty job screens, and completing Functional Capacity Evaluations. He is a trained and certified provider of Functional Capacity Evaluations and Post-Offer testing through the WorkSTEPS Functional Employment Testing Program.

