Match Workers' Physical Capabilities to the Physical Demands of the Job

Reduce Workers' Compensation Related Costs More Than 75%

Today, everyone in business is driven to reduce operating costs. One of the highest costs, and one where employers feel they lack control, is workers' compensation.

Employers will see increasingly higher frequency of job-related strain and sprain injuries as the American workforce continues to physically decondition.

Unfit employees are more likely to incur musculoskeletal injuries that help drive up overall healthcare costs.

Strain and sprain injuries account for 31% of the days that employees spend away from work if they have been on the job for less than one year, according to the DOL.

Therapy Solutions provides an effective method for not only controlling but also reducing these costs.

Our Solution

CRT, an industry leader in Isokinetic physical capabilities evaluation, developed a convenient solution.

This technology measures muscle strength and range of motion for knees, shoulders, and lower back.

Using patented measurement equipment and a proprietary algorithm, Therapy Soutions can predict a person's fitness for duty and susceptibility to a sprain or injury.

This ADA compliant technology allows companies to:

- Predict and avoid serious strain and sprain injuries before you hire
- Objectively establish return to work or fitness for duty.
- Validate treating physician's work restrictions

CRT Tests

Pre-employment—a strength and agility test that matches an applicant's physical capability to the job's physical demands.

Post-injury assessment—employee is tested after reporting a strain or sprain injury and results validate existence of injury and provide guidance to treating physician.

Fitness for duty—prior to returning to work following work related or non-work related injury or leave this objective test ensures that worker has attained the strength to safely perform regular job functions.

Functional Capacity Evaluation—an objective, thorough measurement typically conducted following a severe injury or when the worker's rehabilitation and recovery is slower than expected.

Pre-separation baseline—Before retirement, layoff, facility closure, or other termination establish the employee's physical condition as a baseline in case the separated employee files a workers' compensation claim.

Start saving money on worker's compensation today!

Call our Occupational Programs Specialist Desirae Bollinger for a free, no-obligation demonstration.

THERAPY SOLUTIONS

573-517-7900

CRT Clients Reduce Costs

Client Industry	Results
A major retail company distribution center	The frequency of knee, shoulder and back sprains and strains was 62% below the average of two control DCs and >73% below the temporary service agency providing workers to the test location.
International heavy equipment manufacturer	Reduced frequency of sprain and strain claims by first year employees from 22% before testing to 1% post-testing.
Security company	Reduced MSD injury frequency and severity due to overexertion 76% over three years. Reduced overall workers compensation claims by 65%.
Distribution company	Of 475 tested and hired employees 15 reported first year MSD injuries with costs of less than $7,500. 86 untested employees during the same year reported injuries with costs over $870,000.

Pre-employment Tests Prevent Claims Before You Hire

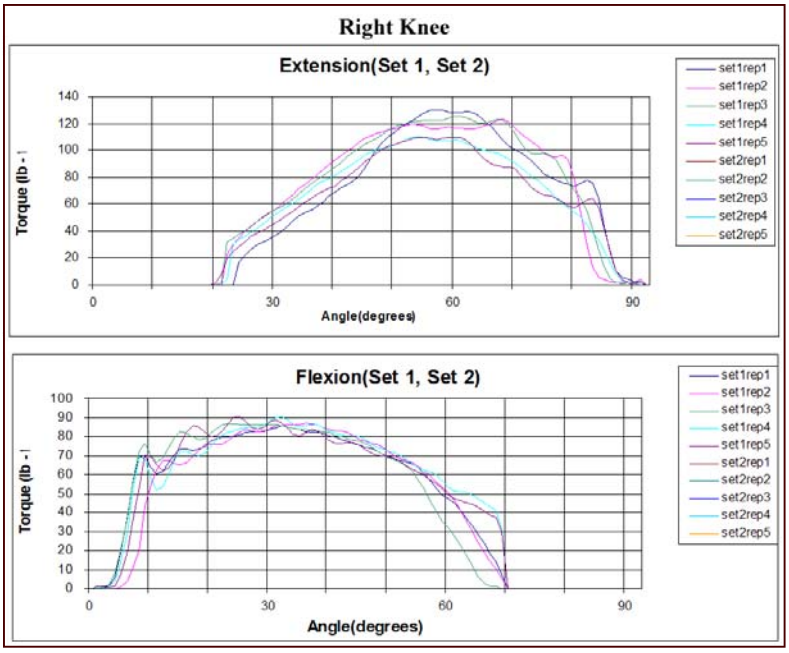
The CRT pre-hire, pre-offer test is a strength and agility analysis that matches an applicant's physical capability to the job's physical performance requirements .

By determining the physical match prior to hiring you stop the liability of injury *before* you employ.

Valid Test Result

Professional test administrators view each test performance on a computer screen. They make a visual assessment of the test by comparing the consistency of the graphed results.

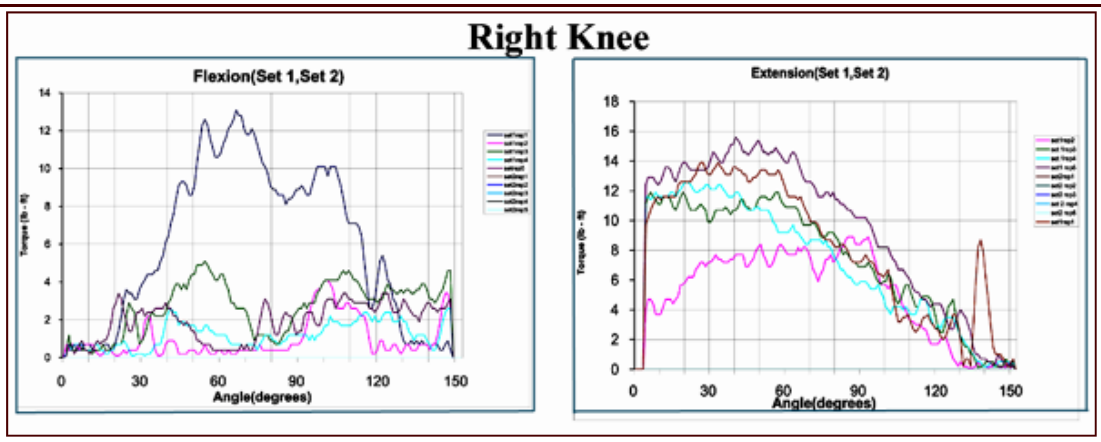
At the end of the test data are transmitted via Internet to CRT for evaluation. Pre-employment test results are returned to the client in 1 minute or less, shortening the hiring process.



Post-Injury Tests Indicate Return-To-Work

When claimants are clearly injured, their force curves will be consistent, even when the muscles are weak and injured.

This technology clearly eliminates unnecessary surgeries, extensive physical therapy, and identifies those patients not participating in their own recovery or engaged in malingering.



Invalid Test Result

Since muscles have no memory, variations and inconsistencies in force curves indicate the patient's failure to give maximum effort—a clear indication of malingering.

ADA Compliance

This objective test complies with ADA/EEOC regulations.

- The ADA permits strength & agility testing (29 CFR 1630.14).
- A physical agility test is not a medical examination under the ADA and can be conducted pre-offer.
- Employers can legally refuse employment to applicants who do not demonstrate the ability to perform essential job functions.

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