

## **Return-to-Work/Fitness-for-Duty Screening**

### **Screen Sooner and Avoid Lengthy Testing Later**

Unfortunately, most functional return-to-work testing is done too late in the game, when the injury or problem is chronic and long after motivation to return to work has diminished. Many workers and employers get frustrated with the return-to-work process, feeling like the worker is either being returned to work too soon or held out of work too long. ErgoScience recommends a simple functional screen, lasting from 30 minutes to an hour, to objectively and accurately answer the return-to-work question. Our shorter screens are a more cost-effective option than a full 3-4 hour functional capacity evaluation and take the guess-work out of the return-to-work process.

### **Fit for Duty**

Have your front line managers ever identified someone who was having difficulty performing the physical demands of the job, but you felt there was little that could be done? Perhaps the worker was aging or had recently had a prolonged illness or absence from work. Implementing a Fitness-for-Duty policy and testing procedure could prevent those injuries waiting to happen. The same ErgoScience screen that is used for post-offer testing can be used for Fitness-for-Duty testing.

### **Pre-Transfer Screening**

Are your employees transferring from lighter to heavier duty positions? If so, are they capable of performing the job demands of these new jobs? A brief pre-transfer screen from ErgoScience can provide objective information to help you place your employees appropriately. Sound Functional Screens are Based on Good Job Descriptions Return-to-Work and Fitness-for-Duty Screens must be job-specific and customized. If you need objective, detailed job descriptions, the ErgoScience Quantitative Job Demands Analysis process can help you specifically define your job demands. See our flyer on job demands analysis for further information.