

## FEATURED ARTICLE



### Implementing Post Offer Pre-Employment Testing (POET)

Too often workers are hired into positions that require heavy or strenuous tasks that they are not physically able to perform safely. This puts both themselves and others around them at risk of injury or worse. To combat this, testing should be done on the employee that is being considered for a physically demanding job to ensure the candidate's ability to perform that job safely upon starting work. This is what Post Offer Pre-Employment Testing is for.

**What is a Post Offer Pre-Employment Test?** A POET is a test that is built using an in depth Job Demands Analysis that identifies the essential and strenuous task an employee must be able to perform to do his or her job. These tasks are examined to measure the weight or force behind the task and the frequency an employee must perform this task. Using all of these tasks, a test is developed to put the candidate through a physical exam where they will demonstrate their ability or lack of ability to perform these essential job functions safely.

This test has been implemented by hundreds of employers nationally and all show extraordinary results in reduction of injuries in the workplace, reduction of workers compensation claims and increase in productivity.

Lear Seating, one of the largest automotive seat fabricators, conducted a study at two of their locations. These locations were identical in their job functions, personnel assigned, and geographically similar. In one location they implemented the POET's and the other they did not. The results of the study were very clear on the impact of the POET testing:

**Location 1** implemented the POETS and measured a 1% injury rate over a 1 year period in new hires. 104 tests were performed and of these tests 29.8% were unable to pass the POET. That figures out to be about 31 potential candidates that were at risk of injury.

**Location 2** did not implement the POET testing and measured a 21% injury rate in new hires in the 1 year period. The number of injured workers nearly equaled the number of candidates that could not pass the POET test at location 1.

**Location 1** avoided an estimated 2.07 million dollars in injury costs, a success directly related to the implementation of Post Offer Pre-Employment Tests's.

## OUR SERVICES

Job Specific Rehabilitation

Work  
Conditioning/Hardening  
Programs

Functional Capacity  
Evaluations (FCE)

Fit for Work Assessment

Post Offer Pre-Employment  
Screening (POET)

Job Demands Analysis (JDA)

Job Transfer Testing

Preventative Maintenance  
Testing for the Aging  
Workforce

Fitness Programs for the  
Industrial Athlete

Ergonomic Workstation  
Assessments

Ergonomic Hazards Analysis

On Site Therapy Support

Educational Programs  
(CEU's)

# Fit2WRK<sup>®</sup> CONNECTION

*"An integrated approach towards the evaluation, management  
& treatment of soft tissue injuries in the workplace."*



The beginnings of Utz Quality Foods date to 1921, when William Utz of Hanover, Pennsylvania, decided to quit his shoe factory job and go into the potato chip business. Utz and his wife Salie, a skilled cook in the "Pennsylvania Dutch" style, felt they could make a better-tasting chip than other producers in their area, and they invested \$300 to buy the necessary equipment. Working at first from a small outbuilding behind their home, the Utzes were able to produce about 50 pounds of chips per hour, which they began selling under the name Hanover Home Brand Potato Chips. With Salie doing the cooking, Bill Utz delivered the chips to stores and farmer's markets in the Hanover and Baltimore, Maryland areas. As sales grew, production was moved into a room in their house, and then to a new cement block building in their backyard. In 1936, the Utzes dramatically boosted production by buying an automatic fryer that could produce 300 pounds of chips per hour. Their small plant's capacity was soon outpaced by growing sales, and over the next five years it was expanded until it had nearly doubled in size. The rest is History!

*"At Utz Quality Foods, Inc., we understand that our most important asset, our people, must be happy, engaged, capable, and safe to continue manufacturing and selling our full line of products that has led to over 90 years of success. We launched Fit2Wrk and our partnership with Adams County Physical Therapy in our corporate home of Hanover, PA in April 2012 as part of a workers' compensation risk management initiative. As we have been reviewing this program, it is clear to see how this program will be instrumental in helping us to reduce risk and challenge of future worker's compensation claims with new hires. As an organization, we have been impressed with the resources, staff and supportive information that have been made available to us. This truly feels like a partnership and we are excited to announce that we have begun the process of utilizing Fit2Wrk in all of our locations in our marketing area from Maine to Louisiana beginning in November 2012. Our commitment at UTZ has always been "safety and employees first" and we believe that partnering with Fit2WRK is the perfect complement to that commitment-demonstrate to our employees prior to day one that their health and safety are truly core values at Utz." - Sean Adams, SPHR, Manager, Human Resources, Utz Quality Foods, Inc.*

*"Over the past year we have worked with Utz to mitigate risk, control injury costs and loss time through the implementation of the Fit2WRK Model. After completing the pilot and moving forward we are excited to work together nationally with them from a manufacturing and logistics standpoint. Their commitment to their employees is represented with the focus they have to ensure a safe and productive work environment." - R.Gagne, VP Works Compensation and Disability, Fit2WRK & USPT*

Fit2WRK specializes in the integrated management of soft tissue injuries in the workplace. Essentially offering services for the entire employment continuum – hiring to retiring. From ergonomic and job demands analysis to employee placement and post injury care we are able to offer solutions for employers nationally in a consistent and standardized methodology.

*Did you know that A study by the National Institute of Safety and Health found that the annual economic cost of workplace injuries is greater than the annual economic cost of all cancers put together...*

The Bureau of Labor Statistics also claims that more than 100 people die on the job each day. The Social Security Administration reports that there are about 9 million people on disability at any point with an average of 2.5 million new applicants per year.

Fit2wrk is featured on  
[PTandMe.com](http://PTandMe.com)



**An informational site for patients  
interested in or considering  
physical, occupational,  
and/or hand therapy.**