

**OSC 12**  
Ohio Safety Congress & Expo

**WELL AT HOME. SAFE AT WORK.**

**454 Fit for Duty?**

Bruce Preston, Nancy Rodway, MD and Pat Carey, P.T.

Wednesday, March 28, 1:15 to 2:15 p.m.

**Ohio** Bureau of Workers' Compensation

**FIT FOR DUTY?**

- **Pat Carey**, Physical Therapist, Mercy Industrial Rehabilitation
- **Nancy Rodway**, MD, Medical Director, Occupational Services and Ambulatory Centers, Lake Health
- **Todd Arganti**, RRT, RCP, Professional Outreach Representative, Lake Health

**Work Place Fitness**

1. Detailed Job Description
2. Observation/Fact Finding
3. Interview Management and Employees
4. Determine Essential Elements of Jobs
  - Example: Lifting- how much, from what height, how often?
  - Example: Is special equipment necessary?
5. Match tests to the essential functions
  - Example: Dynamic vs. Isometric
  - Example: Repetitive Tasks

**Work Place Fitness**

6. Have Representatives Go Through Test
7. Discuss the Protocols
  - Example: Doctor clearance, heart rate monitored
8. Finalize the Test and Protocols (Written)
9. After Specific Time Frame - Reevaluate
  - EXAMPLE: Are the tests doing what they should?
  - EXAMPLE: Have any of the essential functions changed?

**Fit for Duty?**

**Is a pre-placement physical enough?**

**Local Ambulance Service**

- **Increase in transport-related injuries**
- **Injuries in seemingly healthy employees**
- **Existing pre-placement testing protocol with job descriptions**

What is going wrong?

**OBESITY**

Engineering Controls



SLIPP



Bariatric cot



Stryker Stair Chair for stair assists



What is going wrong?

**OBESITY**

### Fitness for Duty

- Pre-placement
  - Rubber stamp pre-placement exam
- Retaining those employees who annually maintain job readiness

### The Key System

- Job Performance Assessment and Functional Capacity Evaluation system
- Managed and run by Athletic Trainers
- Static and mobile units
- Objective measure of physical capability



### US DOL Physical Demand Characteristics of Work

PHYSICAL DEMAND LEVEL	OCCASIONAL 33% OF DAY	FREQUENT 34-66% DAY	CONSTANT >66% OF DAY	ENERGY REQUIRED (TREADMILL)
SEDENTARY	10 LBS	NEGLECTIBLE	NEGLECTIBLE	1.5-2.1 METS
LIGHT	20 LBS	10 LBS and/or Walk, stand, push, pull of arm, leg controls	NEGLECTIBLE and/or push, pull of arm/leg controls seated	2.2-3.5 METS
MEDIUM	20-50 LBS	10-25 LBS	10 LBS	3.6-6.3 METS
HEAVY	50-100 LBS	25-50 LBS	10-20 LBS	6.4-7.5 METS
VERY HEAVY	OVER 100 LBS	OVER 50 LBS	OVER 20 LBS	OVER 7.5 METS

### Occupational Information Network

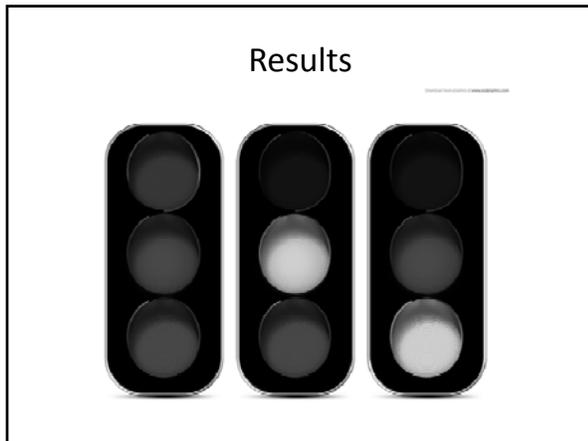


<http://www.onetonline.org/>

### US Department of Labor Occupational Outlook Handbook



<http://www.bls.gov/oco/>



**ALPHA program**

Adults living to be physically active

**Pilot Program**

**Firefighters**

Questions/comments?

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Thank you

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