

Occupational Health

SPECIAL INTEREST GROUP

GREETINGS AND HAPPY NEW YEAR OHSIG MEMBERS!

We hope you had a wonderful holiday season with family and friends.

OHSIG has an ambitious agenda for 2010. Some of the things we are working on for members include the following:

1) CSM Programming and OHSIG Business Meeting

Plan to attend CSM in San Diego CA, Feb 17-20 for education and business updates related to Occupational Health.

Saturday, Feb 20, 7-8am

General Business Meeting for Membership

Continental Breakfast will be served. Officers will be introduced. An update on Specialty Certification in OH will be presented, along with the OH Three year Strategic Plan. And much more!

Saturday, Feb 20, 8-11am

Occupational Health SIG Education Program CSM 2010 Functional Testing Update: Work Injury Management and Prevention

Functional testing for work injury management and prevention in clinical and employer based situations has continued to grow and gain acceptance as a standard practice in many physical therapy clinics. This 3 hour program will look at best practices and legal considerations related to functional tests such as functional capacity evaluations, fit for duty tests and post offer prework screens. Whether you consult with companies or see employee clients in your PT practice, you will need to understand the importance of keeping up to date on the latest standards of practice and legal developments which can impact your services.

Although there are a range of terms and philosophies related to functional capacity evaluations (FCEs), one of the most used documents by internal and external stakeholders in occupational health has been the APTA Occupational Health Physical Therapy Guideline on Functional Capacity Evaluation. New guidelines reflect updated practice expectations, definitions, recommended test components, guidelines for administration, and evaluative/outcome expectations of therapist performance. This program will also review the results of an international Delphi study on consensus language related to functional capacity evaluation and the potential impact on physical therapist practice, including ICF terminology.

This program will also discuss issues therapists should be aware of when marketing, designing, testing, and implementing functional testing programs (including "prework screens"). Legal risks and challenges for therapists can be costly and

you should know how to minimize risks. Case studies will demonstrate the importance of understanding legal risks, illustrating real world positive outcomes and consequences of various functional testing programs.

Session Outline

1. Brief Introduction to Various Types of Functional Testing – FCEs, job specific tests, employment exams (pre and post-offer) and the laws that impact how we deliver these services (ADA/ADAAA), Civil Rights Act, ADEA, Workers' Compensation, Social Security Act
2. Updated APTA FCE Guidelines and New Consensus Terminology
 - a. Review of the Delphi study on consensus based language and updated terminology related to FCE (and integration with ICF terminology/taxonomy)
 - b. Highlights of the APTA Occupational Health Physical Therapy Guideline: Functional Capacity Evaluation
3. Design of PreWork and Return to Work Screens: How to Avoid Unintentional but Illegal Discrimination
 - a. The PT Consultant's role and liability in legal compliance
 - b. Difference between pre- and post-offer screenings v. return to work exams (legal content and legal use of results)
 - c. Complying with the EEOC Uniform Guidelines on Employee Selection: The importance of test reliability and validity and "disparate impact"
 - d. Introduction to the EEOC Guidelines requirements
3. Working with the Company Client: Meeting the Company's Expectations and Assisting the Company with Legal Compliance
 - a. Setting the company client's expectations for your services
 - b. Designing employment screening exams that comply with EEOC Guidelines
 - c. Monitoring test outcomes for a disparate impact
 - d. Justifying modifications in test design and qualification (passing) criteria
 - e. Common client company issues
5. Panel Discussion of Functional Testing Case Studies and Outcomes: Successes, Limitations and Lessons Learned

Presenters:

Gwen Simons, PT, JD, OCS, FAAOMPT, Simons & Associates Law, P.A.

Drew Bossen, PT, Atlas Ergonomics

Susan Isernhagen, PT, DSI Work Solutions

Margot Miller, PT, WorkWell Systems

Rick Wickstrom, PT, CPE, CDMS, Work Ability Wellness Center

Look for this program in your CSM brochure! We hope to see you there!

- 2) OHSIG continues efforts toward Specialty Certification in Occupational Health.
- 3) OHSIG three year Strategic Plan has been developed.
- 4) Updated Work Rehab Guidelines will be available early 2010.
- 5) OHSIG has given input to OIDAP (Occupational Informational Development Advisory Panel) related to the Physical Demand recommendations presented by the Panel.

Watch for future updates on OHSIG activities in OPTP. If you have interest in writing an article or case study for OPTP, please contact an OHSIG officer. We welcome your feedback and input!

*Submitted by Bill O'Grady, OHSIG Interim President
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