

Ergonomic Assessment

Job Site Analysis

Job Site Analysis is performed to clarify ergonomic risk factors that may cause or aggravate work related musculo-skeletal disorders. Some of these musculoskeletal disorders include repetitive strain injuries and neurological disorders (i.e. Carpal Tunnel Syndrome).

Office Space/Workstation Analysis

This type of analysis focuses on environmental ergonomic risk factors that may precipitate or aggravate discomfort with musculoskeletal, neurological, or repetitive strain injuries. The analysis consists of direct observation of job tasks, an employee interview, and examination of the office space or workstation. Recommendations are proposed to enhance workstation or office space organization and alter job tasks which will help reduce chronic injuries.

Education and Training

Medical Functional Assessments designs and provides a wide variety of education and training programs to enhance your workplace for a safer and healthier working environment. We incorporate physiatric and Kinesiology principles which uniquely combine a more objective and common sense approach to our education and training. We teach safe work practices such as proper lifting, flexibility training, biomechanics, and pro-active strategies to reduce workplace injuries. Programs are custom designed to the needs of your workplace.

Any employer's human resource department can work with our staff to help reduce their costs and save time by utilizing our excellent education and training staff for employees. This training will educate employees and help prevent injuries on the job site.

Benefits

Liberty Mutual found that employers spent \$16 billion on overexertion and repetitive motion injuries that can be reduced or eliminated by utilizing ergonomic programs.

Following an implementation of an ergonomic program to help reduce lost work days, Boeing Defense and Space Program decreased lost workdays from 6.3 days per year in 1992 to 1.6 days in 1995.

Prime Location

We are conveniently located in the center of the SF Bay Area. Our office is 20 minutes from Oakland and San Jose and 45 minutes from San Francisco. There is easy access from the 880 and 680 freeways.



Medical Functional Assessments

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Medical Functional Assessments™

Objective Measures To Predict and Prevent Work Compensation Claims



- Post-Offer/Pre-Placement Employment Testing
- Fitness for Duty Testing
- Ergonomic Analysis

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Post-Offer/Pre-Placement Evaluation (PPE)

The Post-Offer/Pre-Placement FCE is a focused assessment of patented protocols built around specific job demands. The PPE is an extremely effective work injury prevention tool. This screening evaluation is performed on apparently healthy prospective workers following a conditional job offer. The PPE is done to objectively classify the prospective worker's physical abilities prior to job placement.

The employer can withdraw the conditional job offer if the prospective worker fails to demonstrate the functional capacity necessary to perform the physical demands of the job.

The Steps of PPE

The PPE is based on a limited number of functional evaluations that takes 30 to 45 minutes to complete depending on job tasks. The evaluation is limited to those physical demands critical to the completion of job tasks for apparently healthy individuals. The evaluation consists of a set protocol designed around the job demands to assess the physical abilities such as lifting, carrying, pushing/pulling, and grasping. The job specifics may be developed from an ergonomic job task analysis. Protocols include screening techniques to evaluate risks for repetitive strain injuries and nerve injuries (i.e. Carpal Tunnel Syndrome). The exam includes medical history, musculoskeletal screen, and overall cardiovascular function.

Proven Benefits

A recent large scale study found an 80–90% reduction in worker's compensation cases after instituting pre-placement testing. Another study focusing on large school districts compared savings of implementing the PPE in the hiring and surveillance of employees' health. Indemnity Claims decreased 50–70% and their raw cost for worker's compensation claims went down 60–70% when utilizing the Post-Offer/Pre-Placement Evaluations. The PPE can significantly predict and prevent worker's compensation claims. Employers can use the PPE to help guide them objectively in the hiring process when making an employment offer.

Mission Statement

The goals of Medical Functional Assessments are to optimize the growth of a business and streamline the employee hiring process. Medical Functional Assessments applies objective functional evaluations to fit the job demands to a prospective employee. We implement a variety of patented functional methodologies to present objective criteria for employers to evaluate prospective employees. These tools include the Post-Offer/Pre-Placement FCE (PPE-FCE), Fitness for Duty, Ergonomic Assessments, Ergonomic Education and Training programs, and Compliance with RU-91 forms.

The application of core principles of Physiatry, Kinesiology, and scientific methods allow the collection of objective information to assist the employer in evaluating an employee's abilities to match for a particular job capacity. Medical Functional Assessments is dedicated to simplifying the screening process for employers when evaluating the prospective employee for specific job capacities or demands.

Philosophy

Our work safety and injury prevention program implements a three step approach to reduce work compensation claims, increase job productivity, and reduce injury to employees.

- 1. Primary prevention.** Primary prevention utilizes worksite analysis and pre-employment screening to align the workers' functional ability to their job demands. Application of ergonomics ensures a safe and productive work environment.
- 2. Secondary prevention.** Developing health and wellness programs, which educate and train employees /employers, will identify potential risk factors for job injuries.
- 3. Tertiary Intervention.** Surveillance of safety and awareness programs strengthens long term reduction of injuries. Periodic re-assessment of implemented programs aids in the identification of potential risk factors for employee injuries.

Fitness for Duty Testing (FFD)

Description

Fitness for Duty Testing is performed on individuals who have been off work secondary to long-term, non-work related injuries or illness. The purpose of the FFD is to determine whether or not the individual can safely perform the physical demands of job tasks.

Workers typically request a release by their private physician to return to work. Often these decisions are made without any review or consideration of the job demands. In some instances, the employee may not demonstrate the functional ability to meet job demands. This may create a mismatch between the employee and job task, which could result in aggravation of the pre-existing injury. Under worker's compensation laws the employer then assumes responsibility for that injury, thus creating a new worker's compensation claim.

Process

The typical length of the evaluation is one to two hours and measures the effects of the injury or illness on an employee's work performance. The number of physical demands related to the job and the complexity of the impairment determine the actual length of the FFD. The number of physical tasks tested is greater than the Post-Offer/Pre-Placement Evaluation because of the employee's impairment and deconditioning issues.

Benefits

Fitness for Duty testing offers several benefits for all referral sources:

- The FFD allows the employer to utilize information as a guide to help determine if the employee is safe to return to work.
- Testing reduces the risk of new worker's compensation claims.
- FFD helps clarify employer and employee expectations of fitness for duty and return to work.
- Testing can reduce costs related to health and worker's compensation insurance.
- Complements work site processes to improve employee efficiency.

Are You RU-91 Form Compliant?

The Problem

The California Department of Industrial Relations mandates that RU-91 Forms match job descriptions. The labor code requires that any employee who suffers an injury or illness lasting longer than 90 days must forward an RU-91 form to the treating physician.

An injured worker with an accepted worker's compensation claim will require the employer to have an RU-91 form translated from their job description. The treating physician's clinical decision in regard to current and future work status may be incomplete without the guidance of the RU-91 form.

The Solution

Medical Functional Assessments' patented web-based technology will translate most job descriptions to the RU-91 form. The website then allows the employer to fax the job description to the treating physician. The employer has the advantage of not having to fill out another form thereby reducing paperwork headaches. Implementing this service earlier than 90 days also helps guide the treating physician concerning the injured worker's return to work status.

Who We Can Help

- Employers
 - Human resource directors, supervisors, and safety managers
- Nurse Case Managers
 - Providing data to allow for smooth transition back to work
- Physicians
 - Can take the guess work out of your hands by ensuring patient can meet job demands
- Insurers
 - Private, work compensation, disabilities
- Attorneys
 - Tests to determine DFECs
- Adjusters

About Us

Robert Bruce Miller, M.D., FAPMR



Dr. Miller is a native Californian who did his undergraduate work at U.C. Davis. He worked in the private sector for approximately ten years before attending the University of Cincinnati School of Medicine. He received his post graduate training in Physical Medicine and Rehabilitation at Eastern Virginia School of Medicine in Norfolk, Virginia.

He is a Fellow of the American Board of Physical Medicine and Rehabilitation. His memberships include American Board of Pain Medicine, CSPMR, and PASSOR.

Dr. Miller's additional training includes certification for Lumbar Spinal Procedures, Botox Pain Management, and Functional Assessments including FCE's. He is licensed as a Qualified and Agreed Medical Examiner.

Joshua Stone, MA, ATC, CWCE, CEES



Josh is a native of Pennsylvania. He obtained his undergraduate degree from East Stroudsburg University in Movement Studies and Exercise Science. To further augment his education he obtained a Master's degree in Kinesiology from San Jose State University.

Josh has worked extensively with worker's compensation patients. He has worked as an athletic trainer at the Division 1 level for the previous seven years for Long Beach State University. He has worked with collegiate, Olympic, and professional athletes.

Josh obtained certification as a functional capacity evaluator and ergonomic evaluation specialist. He is a fellow with the National Academy of Sports Medicine for performance enhancement and is certified in Graston technique.