



## What is Fit2WRK?

Fit2WRK is a fully integrated approach towards the management of soft tissue injuries in the workplace. From hiring to retiring we minimize overall risk and recurrence of work related injuries.

## TOP 10: Q & A

### 1. How does the Fit2WRK model reduce risk of future injuries?

With any high demand job there are inherent risks of injury. They may be from an ergonomically unsound environment, a loss of function in an employee's physical ability or simply put the job may just be a tough one to do and the employees are aging and potentially de-conditioned. What we do with Fit2WRK is develop a program of job specific assessment, rehabilitation and preventative measures all around the high risk job. This way whether you have a new hire, are transferring into the job, or are returning back from a previous injury, you are rest assured that the risks from an ability standpoint are covered. Furthermore we can proactively monitor any potential ergonomic hazards and even fine tune your job demands to more accurately reflect the essential duties. Within the Fit2WRK program we can also review patterns of degradation of workers already on the job to catch potential issues such as loss of range of motion or strength before they become injuries.

### 2. How is this different from what I am already doing?

You may have incorporated single services into your environment such as Return to Work / Fit for Duty functional assessments or Pre Screening, but we are looking at the job in its entirety, from beginning to end and ensuring everything matches and coincides with ADA and EEOC legislation. This creates a consistent and standardized medically-legally sound approach towards managing employee care.

### 3. But I am not hiring right now and my injury level is low so do I really need this?

Yes. The focus of your direction with the program just changes to that of monitoring the existing workforce for patterns of degradation and or the environment for more ergonomically sound ways of achieving the same output.

### 4. What is the difference between Fit2WRK Physical Therapy and what I am already getting?

The Fit2WRK model starts with functional restoration and looking at basically matching left/right side functionality as you have seen in the past, but the real difference comes in once we have completed this phase. We immediately switch over to providing a job specific, essential duty based approach whereby the patient begins a program based on simulated work functions. This work training expedites return to duties and follows the Industrial Athlete model in patient preparation.

### 5. I understand what happens if someone is injured, but what can you do from a preventative standpoint?

We can perform Ergonomic Hazards Analysis, fine tune your present Job Demands Analysis or create new ones to more accurately reflect the job, implement preventative maintenance testing of your existing employees for patterns of degradation, and monitor anyone looking to transfer into the high risk job environment.

### 6. How do I go about starting to do Post Offer Pre Employment Screening?

There are significant legal issues that need to be taken into account with the development of a program such as this and we can walk you through each stage. From Validation Studies to proper development of a solid supported evaluation protocol that takes the ADA and EEOC into account. The first step is to update your Job Demands Analysis and then from there we will develop a plan for you.

### 7. Do I need to do everything in the Fit2WRK program if I start working with you?

Not at all. The best part of the program is that although it is all encompassing, you can use the part that is best for your situation now, knowing that if your situation changes, the program will cover you in the future.

### 8. How do I get the same services at my other locations?

With Fit2WRK you have access to close to 400 locations with trained staff across the country. Your protocols and services that are customized to you can be incorporated at any of our locations across the country. In addition we offer a single phone/e-mail/fax access to all centers.

### 9. What about on-site services?

In many of our locations we offer on-site PT/OT or evaluation service opportunities. Of course this would depend on your present and future needs locally, but we are certainly open to discussing that with you. Specialty services such as Certified Hand Therapy are also available at a number of our facilities.

### 10. I do not have a formal job demands analysis and / or the ones I have are older and not up to date, does this matter?

Yes. Without a properly updated Job Demands Profile is very difficult if not impossible to effectively develop a standardized risk management program. This job demands analysis is a comprehensive, structured process of identifying and evaluating the physical aspects of work such as quantifying job demands including the required movements, essential job functions, forces, actions and postures. From this information a pre-work screen, return to work evaluation protocol and job specific rehab can be developed to improve work injury prevention, management and reduction of workplace costs.