



# SERC *Physical and Hand Therapy*

Returning Patients to the Speed of Life

CASE MANAGER NEWSLETTER

NOVEMBER 2010 ISSUE

## SCOPE OF SERVICES

- Physical Therapy
- Hand Therapy
- Work Injuries
- FCEs
- Work Conditioning
- Job/Ergonomic Analysis

## CLINICS

Belton/Raymore  
 Blue Ridge Tower  
 Clinton  
 Harrisonville  
 KC North  
 Kearney  
 Lansing  
 Lee's Summit  
 Liberty  
 Metro North  
 Odessa  
 Olathe  
 Overland Park  
 South Raytown  
 Shawnee

## CONTACT US

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## FOCUS ON | Job Function Matching, Part 3

In Parts 1 and 2 of our three-part Job Function Matching series, we addressed the quantitative benefits for the employer who utilizes the job function matching (JFM) process. This month, we discuss the qualitative benefits—things that cannot necessarily be measured, but have a profound impact on the work environment and on the success of both employer and employee.

First, job function matching can assist in times of transition. When an employee transfers from one job to another, the JFM process can identify if functional abilities are present for the new job, making the decision-making process smoother for both the employee and the employer. In addition, the JFM process can assist an aging workforce by identifying restorative or modification options. Thus, valued workers are retained to work safely and productively as they age.

In addition to concerns about transition issues, productive workers are often concerned that less productive workers may take advantage of the system. Such a belief can have a negative impact on good workers. When the proactive measure of job function matching is present, employees see that a fair system is in place, encouraging all workers to be productive. Furthermore, workers, unions and supervisors are all involved in the job analysis and validation of the job description, giving employees a sense of ownership in the process.

Above all, the JFM process is logical, is applied equitably to all jobs and has innate principles of safety for injured employees. Because employees know that in this system, fair and clear means will be used for job return, they expect this for themselves, and they are willing to assist co-workers in returning to work. When the employer provides a system of fair job matching to ensure worker safety and longevity, the workers understand that the employer cares about their health.



QUALITATIVE BENEFITS for EMPLOYERS

## MEET THE STAFF

### Mark Wernsman, MPT, CSCS

Mark Wernsman is a physical therapist/owner at SERC of Lee's Summit. Mark began at our Belton clinic nine years ago and eventually became the clinical director. He opened up our Lee's Summit clinic in June of 2005. Mark is a certified strength and conditioning specialist (CSCS) and a golf fitness specialist. He especially enjoys working with injuries of the shoulder, knee, and low back.

Mark loves to spend as much time as possible with his wife, Jennifer, and two sons, Nate and Jack. He also enjoys reading, playing golf and biking. The motto on his desk reads: "Patients don't care how much you know, until they know how much you care."