



# SERC *Physical and Hand Therapy*

Returning Patients to the Speed of Life

CASE MANAGER NEWSLETTER

OCTOBER 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

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## FOCUS ON | Job Function Matching, Part 2

In our September newsletter, we addressed the purpose and components of job function matching. This month, we focus on how to effectively utilize job function matching to improve the fit between job and worker.

Job function matching is best utilized in two key areas: injury prevention and the return-to-work process. In both of these areas, an objective evaluation of the exact physical demands of a job can benefit both the worker and the employer.

### INJURY PREVENTION

**POST OFFER TESTING:** By testing applicants who have been offered a job, there is a higher level of assurance that they can perform the essential functions of that job.

**ERGONOMICS:** By comparing a job function analysis with injury records for that job, areas for ergonomic change can be identified.

**EDUCATION AND TRAINING:** A job analysis can identify the need for education and training in functional aspects of the job, including proper lifting technique.

**FITNESS AND CONDITIONING:** Programs can be designed to increase workers' strength and endurance, using job-specific requirements as a foundation.

### RETURN-TO-WORK PROCESS

**ON-SITE THERAPY OR EARLY INTERVENTION:** Job Function Matching indicates which job-specific tasks are safe in an early return to work, and which should be eliminated or temporarily modified.

**JOB MODIFICATION:** Specific ergonomic changes allow safe return to work.

**WORK CONDITIONING:** A job function test is used to identify specific functional goals that will lead to a return to work.

**DISABILITY MANAGEMENT:** Job matching brings work relevance and objectivity to the decision-making process in short-term and long-term disability.

OCT. 10-16

## National Case Management Week

Thank you for all that you do! We truly value your commitment to your clients and we're glad to have the opportunity to work with you.

It was great to see so many of you at the Worker's Comp Conference a few weeks ago. Thanks for stopping by our booth. As always, we appreciate getting the chance to connect with each of you.