

Functional Capacity
Evaluation & Post Offer
Employment Testing

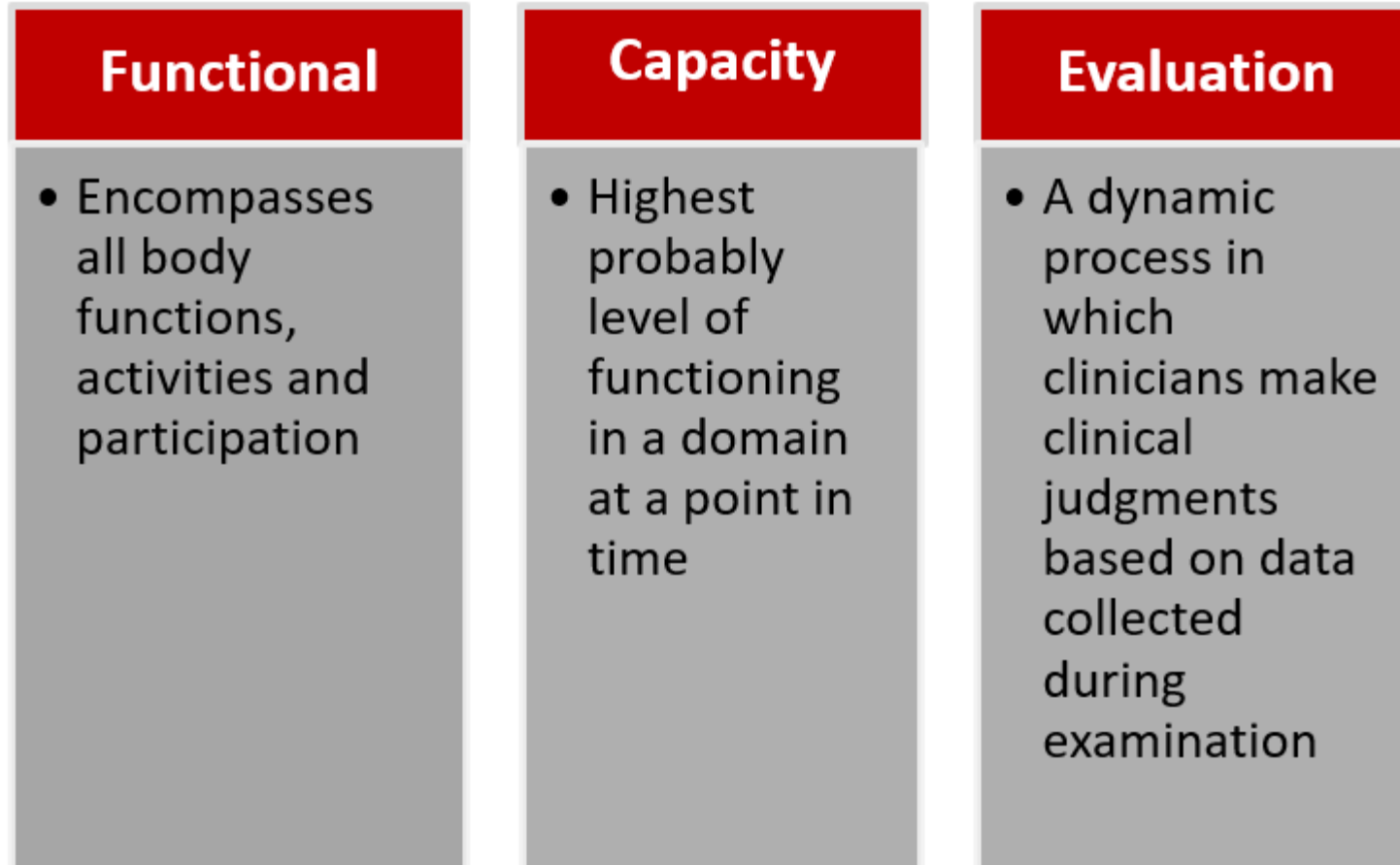


Functional Capacity Evaluation (FCE)

- A systematic process of measuring and developing an individual's ability to perform meaningful tasks on a safe and dependable basis (AMA 1996)
- True function is a balance between client's subjective reports, objective testing, and clinical observation



Functional Capacity Evaluation (FCE)



Functional Capacity Evaluation (FCE)

- FCE's are done on a one-to-one basis
- Range in length from 4 to 6 hours
- Can span over two days
- Average: 3-4 hours



FCE: PURPOSES

- **Return to work and job placement decisions**
- **Disability evaluation**
- **Determination o how non-work related illness and/or injury impacts work performance**
- **Determination of functioning in non-occupational setting**
- **Case management and case closure**



TYPES OF FCE'S

- Test to Function
- Based on job demand and given parameters of job
- Tests should be to the required function of the job rather than to the maximum capacity of the client
- Test to Capacity
- Testing to maximum ability of the client in relation to work tasks in general



TYPES OF FCE'S

PHYSICAL DEMAND CHARACTERISTICS OF WORK

1993 Leonard N. Matheson, PhD

PHYSICAL DEMAND LEVEL	OCCASIONAL 0 - 33% of the workday	FREQUENT 34 - 66% of the workday	CONSTANT 67 - 100% of the workday	Typical Energy Required
SEDENTARY	10 lbs.	Negligible	Negligible	1.5 - 2.1 METS
LIGHT	20 lbs.	10 lbs. and/or Walk/Stand/Push/Pull of Arm/Leg controls	Negligible and/or Push/Pull of Arm/Leg controls while seated	2.2 - 3.5 METS
MEDIUM	20 to 50 lbs.	10 to 25 lbs.	10 lbs.	3.6 - 6.3 METS
HEAVY	50 to 100 lbs.	25 to 50 lbs.	10 to 20 lbs.	6.4 - 7.5 METS
VERY HEAVY	Over 100 lbs.	Over 50 lbs.	Over 20 lbs.	Over 7.5 METS

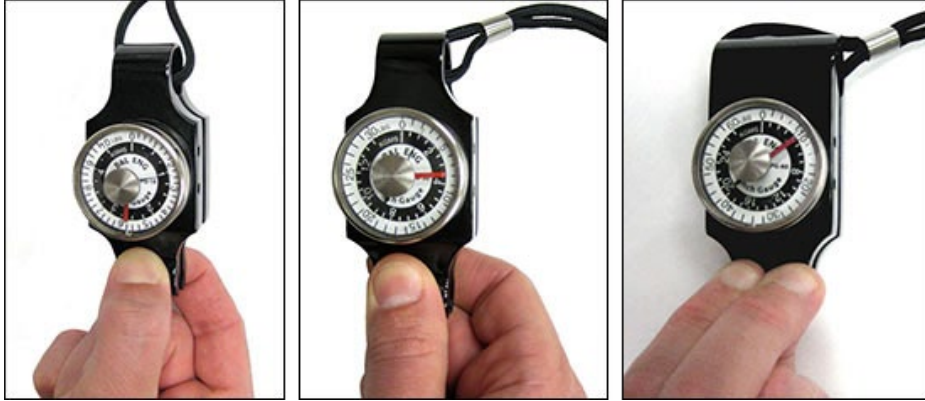


FCE: Components

- Intake information and history
- Informed consent
- Physical examination
- Cardiovascular testing
- Isometric strength testing
- Work simulation testing
- Non-integrated tests
- Data analysis
- Evaluation
- Summary and recommendations



Isometric Strength Testing



WORK SIMULATION TESTING

- Dynamic lifting and carrying
 - Occasional vs. Frequent
 - Floor to waist, waist to shoulder, floor to shoulder
- Functional range of motion (FROM)
 - Occasional vs. Frequent
 - Kneeling, crouching, stooping, standing
 - Reach, horizontal reach, axial rotation





DATA ANALYSIS

- **Technology is limited to capturing demonstrated performance of the client**
- **Evaluator must consider all factors that will impact upon the functional capacities of the client**
- **Validity**
- **Sincerity of effort**
- **Bell Curve Analysis**
- **Coefficient of variation (CV)**



WORK SIMULATION TESTING

- Measurement of statistical consistency
- Expressed as a percentage
- Consistency of performance is best determined when a person is tested isometrically
- Studies have shown that a person applying maximum effort during several trials of isometric testing should be able to reproduce test scores within a certain percentage
- CV should be <15% to determine consistency of effort



Report

- Provide a brief history
- Include behavioral observations (be objective)
- Include physical examination results
- Answer the referral questions ONLY
- Is the individual able to return to his/her pre-injury employment - usual and customary or modified?
- Does the individual provide consistent effort?
- What physical demand level does the client fit into?
- Address functional abilities
- Summarize validity of results, consistency of effort
- Define work demand, if appropriate
- Emphasize what the client can do versus cannot or should not do



POST OFFER EMPLOYMENT TESTING

- The Post Offer Employment Testing (POET) program is used to assure that final applicants for physically demanding jobs have the physical ability to do a job before they begin working.
- Goal: to reduce work related injuries
- Physical therapists, athletic trainers, exercise physiologists all can administer the test.



POST OFFER EMPLOYMENT TESTING

- The evaluator will go to a job site to assess the demands of the job
- Normally the job will require lifting, pulling, pushing, gripping, pinching, and working in specific positions
- The test is the same for every applicant, man or woman.



POST OFFER EMPLOYMENT TESTING

- Primary reason for the test is to decrease workman's comp claims and lost days due to injury
- It has proven to be a very successful program in reducing a company's workman's comp claims.
- POETs have proven to be 100% legally defensible from the hiring stand point of discrimination.



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