

JRS Services:

- Functional Capacity Evaluations
- Work Conditioning
- Job Analyses
- Fit for Duty Testing
- Employment Testing



"[A] new hire deserves the chance to show that he/she can perform the job safely."

Surviving the Cut

Military elite forces' training is the focus of a new series on the Discovery Channel and it's entitled, "Surviving the Cut". The Air Force Combat Diving training is some of the most intense, grueling training the military has to offer. On just the first week, candidates are in the water for over 10 hours per day, every day. They swim hundreds of laps, tread water endlessly and build up extreme endurance in the water.

In one exercise, the candidate must "save" an instructor from drowning. He enters the water and swims 25 yards to reach the "victim". The instructor, acting as someone in panic mode, thrashes about and tries to pull the candidate down with him into the water. The candidate must struggle to control the thrashing arms, while trying to keep both his and the instructor's head above water. Failing this test means the candidate goes home. Not many pass this very basic test.

The class begins with 30 participants – all the **best of the best** from other units. It ends with only 11 – plucked out one by one, as they are unable to

complete their training successfully (i.e. **safely**). There is no question at the completion of this training who is fit to do the job. Each man knows that their team members are just as fit as they are. Each man knows that their teammates were pushed to the very limits of their physical ability and finished successfully.

In one of the episodes, one of the soldiers had a hip flexor injury that he **failed to report** to his Commanding Officer prior to training. When unable to complete one of the tests in the pool, it became apparent that the hip flexor injury was the cause of his unsuccessful completion. The Commanding Officer first admonished the soldier for hiding the injury and then sent him home – he was removed from the class. Although enduring the pain shows extreme dedication, "there's no room for hiding injuries here. A wounded man is a **liability** and a **danger** to his classmates. "

A job is no different. Each employee deserves to have co-workers on his/her team that are **just as able as they are**. Just as important, a new hire should not be hired



into a job that puts them at risk of injury or even worse, permanent disability. That new hire deserves the chance to show that he/she can perform the job safely and if not, then they deserve the chance to find another job that is within their safe abilities. Both the ADA and the EEOC ensure the right for employers to ask their employees to show them that they can perform their job safely. Functional testing is the best way to legally ensure the physical safety of your workforce.

For more information on functional testing of your employees and ensuring their safe ability to do their job, contact Job Ready Services.



NC Worker's Comp Reform: An Insider's View

Friday, September 30

12:00pm – 2:00pm

Speaker: George Pender, attorney with Teague, Campbell, Dennis & Gorham

NEW LOCATION!!!

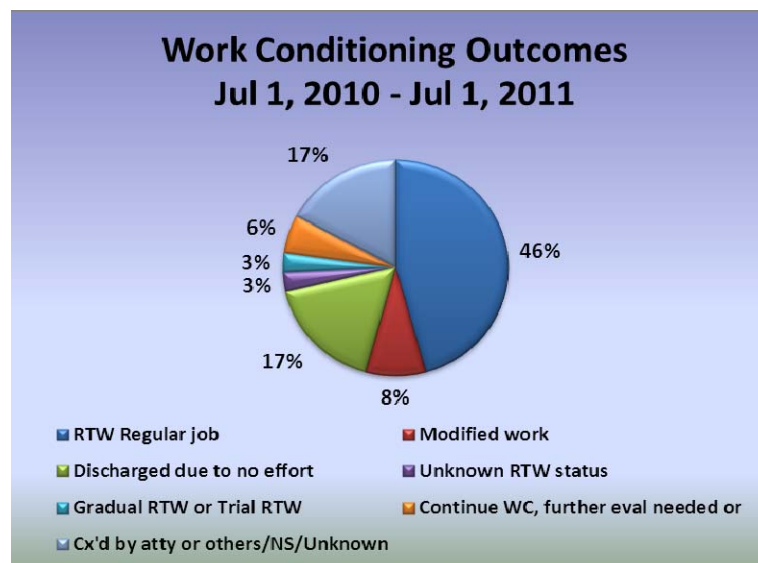
Trisure Insurance
4325 Lake Boone Trail
Raleigh, NC 27607

Learn the background of House Bill 709; what changes to the worker's comp system have been made and what that means to you.

Credits Approved: Dept of Insurance – 2 hours
Credits Pending Approval: CCM & CRC (2 hours)

Register by going to:

<http://www.jobreadyservices.net/index.php/contact/lunch-and-learn-registration/>



Do you have an injured employee who is medically stable, but is not back to work yet? Consider a **work conditioning** program to “bridge the gap” between medical treatment and return to work. New studies are showing that injured workers who are out of work for more than **6 weeks** have only a **50% chance of returning to work!** Don't let too much time go by before you ensure their safe return to work. Maximize the return to work of those persons who are in vocational rehabilitation – don't rely on the physical abilities listed in either an invalid FCE or a physician's best “guesstimate” as to what they are able to do. A daily program of progressive work activities will ensure an earlier, safer return to work, with objective documentation of their true physical abilities. Between 2010 & 2011, **57%** of Job Ready's work conditioning participants had recommendations to return to some type of work (**46% met the physical requirements to return to their regular job**).

The average time out of work prior to referral for work conditioning: 9.8 months! **The average number of work conditioning visits at Job Ready from time of referral to recommendation for return to work: 16.**

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We're also on LinkedIn!

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