



Job Ready Services

Job Ready Services, LLC

March, 2007

Job Analysis: Keystone for Safe Return to Work

When was the last time you read a really good job description? Not exactly stimulating reading, is it? However, a good job description that accurately reflects the physical demands of a job, allows the reader to truly picture that job in their mind and feel confident about what that employee is required to do. The implications are numerous:

- Physicians and healthcare providers have accurate information in order to release that injured employee back to work as early and as safely as possible.
- Rehab goals and timelines can be more easily established.
- Employers have job descriptions which are ADA-compliant and that identify potential for job modifications.
- Ergonomic risk factors and solutions can be identified to determine a safe RTW for employees.
- Employers, employees, case managers, adjusters, and healthcare providers are all “on the same page” in understanding the requirements of the job and whether the employee is physically able to perform the essential functions of the job.
- Reduction of miscommunication and misunderstandings regarding the appropriate RTW for the injured employee.



Job site visits with careful observation and measurement of physical job requirements is paramount to providing an objective description of a job.

Other Appropriate Uses for Job Site Visits and Job Analysis

- Assistance in complying with ADA regarding physical demands of the job
- Foundation for pre-employment, post-offer screenings
- Foundation for on-site work hardening
- FCE's: Ability to compare injured worker's physical capabilities to the physical demands of the job
- Work conditioning: Designing job-specific tasks to ensure a safe and productive RTW for the employee

When Should Consideration be Made to Refer for a Job Site Analysis?

- Current job description does not include physical demands and/or a functional description of work.
- Injured worker expresses concerns about parts of the job that they perceive will aggravate their injury upon return to work.
- Worker has a recurrence of symptoms after returning to work with specific job tasks.
- Conflict resolution is needed due to differing opinions regarding job requirements between employee and employer.
- Uncertainties about how physical restrictions will affect job duties.
- An objective third party observation is needed to assess the essential functions of the job.
- No “light duty” has been identified in the workplace and employees are expected to be “100%-no restrictions” in order to RTW.
- Foundation for post-offer employment testing needs to be made
- An observation of self-made modifications to workstations
- An increase in musculoskeletal complaints from employees (e.g., sprains, strains and aches)

UPCOMING EVENT:

**Lunch & Learn:
“Impingement and Subacromial Bursitis”**

**Dr. William Silver
Thursday, April 12, 2007
12:00-1:30 pm
CRC/CDMS approved
CCM pending**

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**For more information re:
lunch & learn:**

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