



# Workforce Solutions



# About Us



## OUR CLINIC

Unified Therapy Services opened in 2006 and over the years has expanded to four clinics within Dubuque, IA and Lancaster, WI. We specialize in the treatment of orthopedic, work, and sports related conditions. We are therapist owned, nationally recognized and continue to set the bar by exceeding customer expectations with platinum customer service by providing the highest quality of care in a friendly and encouraging environment!

## OUR STAFF

Our staff is accredited and licensed in Iowa and Wisconsin, receiving continuing education multiple times a year. We are committed to staying up to date on therapy techniques and research to create an efficient recovery process.

Ann Pusateri is our Workforce Solutions Specialist. She is certified as a Designated Employer Representative, as well as certified in DOT & Non-DOT Drug & Alcohol testing, and Reasonable Suspicion testing.

## WORKFORCE SOLUTIONS SERVICES INCLUDE:

- Educational in-services/trainings
- Pre-employment screenings
- Incumbent evaluations
- Strength testing
- Drug and alcohol screenings
- Return to work/functional capacity evaluations (FCE's)
- Joint comparisons utilizing standardized isokinetic testing
- Job task analysis

## OUR COMMITMENT TO YOU

We help you reduce your frustrations and costs as an employer. When you utilize our therapists and isokinetic testing, you will benefit from our objective progress reports, frequent communication, quicker recovery times, and fewer injuries.

## We provide:

- **Best Practices:** we utilize evidence based practices along with modalities of heat and a consistent, individualized treatment program
- **Communication:** you may receive updates of your employee's attendance and bi-weekly physical therapy reports

- **Efficiency:** we pride ourselves on efficiently returning employees to work
- **Control:** we help you stay in control of the claim, save money and prevent strength related injuries

## CARING FOR YOUR EMPLOYEES

With one on one attention and individualized treatment plans specific to their needs, you will recognize the benefits while your employees receive the quality of care they deserve. Our highly qualified therapy staff have exceptional standards for rehabilitative care.

### Contact us:

Phone: 563-583-3408

Email: [annp@unifiedtherapy.com](mailto:annp@unifiedtherapy.com)

[www.unifiedtherapy.com](http://www.unifiedtherapy.com)

### Office hours:

Monday-Thursday, 7am to 6pm

Friday: 7am to 2pm

### Locations:

4135 Pennsylvania Ave., Dubuque, IA

1690 Elm St., Suite 230, Dubuque, IA

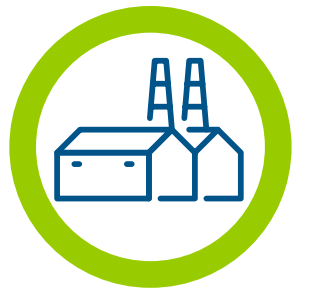
9179 Old Potosi Rd., Lancaster, WI



**Ann Pusateri**

**Workforce Solutions  
Specialist**

# Employer



## EMPLOYER'S GOALS:

1. Hire the "right" employee for the job
2. Reduce & remain in control of work comp claims
3. Eliminate fraudulent work comp claims
4. Increase safety
5. Decrease work comp premiums

## EMPLOYER'S ACTION PLAN:

1. Determine amount spent on musculoskeletal/soft tissue work comp injuries/year
  - a. Great potential to save money, increase safety, and decrease MOD rate
  - b. Consider cost of test for employees versus cost of work comp claim
2. Know each job category's Department of Labor (DOL) strength level & incorporate into job descriptions
3. Update policy & procedures regarding hiring process
4. Implement objective pre-hire testing
5. Determine current employees baselines (pre-injury levels) per job category
6. Utilize objective and efficient post injury rehab services

## FOLLOW THE NEXT STEPS FOR EXCEPTIONAL CARE:

1. Call your occupational health provider and add Unified Therapy as your company's primary physical, speech, and/or occupational therapy provider.
2. Complete the Unified Therapy Service company profile online: <https://unifiedtherapy.com/company-profile/>

## WORK COMP INJURY, EMPLOYER RESPONSIBILITIES:

Per Equal Employment Opportunity Commission (EEOC) requirements, the employer must:

1. Identify the injured body part or joint
2. Return the employee to pre-injury level





# Isokinetic Testing & Humac Norm



## THE PREMISE

Employees who are not physically matched to a job's strength demands are more likely to incur musculoskeletal injuries resulting in additional expenses and thus less profit on your bottom-line. Unified Therapy Services provides an effective method for not only controlling but also reducing these costs by utilizing isokinetic testing. This testing is also the only one that is objective, standardized, non-discriminatory, safe, and legally defensible.

## THE SOLUTION

### Pre-employment screening via Isokinetic testing

Testing is utilized during the interview process to match the physical capabilities of an applicant to the physical demands of the job. The test is administered. The scores correlate to the DOL Strength Levels, that you can implement into job descriptions. If the applicant meets or exceeds the strength qualifications, the employer can move forward with a job offer and feel confident the employee will not get hurt performing specified job duties.

Isokinetic testing using the Humac Norm machine examines dynamic muscle performance of the knees and shoulders. After the testing is complete results will be faxed or emailed to the employer in 24-48 hours. Results will correlate to the DOL Strength Levels. This isokinetic testing technology is 98% predictive at matching a candidate's physical capabilities to the physical demands of the job.

This objective test complies with DOL, EEOC, and the Americans with Disabilities ACT (ADA) regulations. It is a perfect fit for companies trying to reduce the number of injuries employees incur.

DataFit for Any Company Any Town		Standard Form	
Name :	John Doe	Test Type :	New Hire
SS # :	6789	Test Kind :	Isokinetic
Date of Test :	1/10/2017	Applying for :	Driver
Date of Report :	1/11/2017	Score Req. :	Heavy
Provider : IPCS Hudson			
Results : Does not meet minimum physical demands of the essential functions of Driver.			
I.P.C.S. : 1.15			
Rating : Medium			
Reasons for Results :		Score Required :	
Shoulder Score :	0.39	>	0.78
Knee Score :	0.76	>	0.78
IPCS Score :	1.15	>	1.56
John Doe did not meet the minimum requirements for the job because the overall shoulder score is below the required score.			
* There is an imbalance in the Shoulder Extensors where the Left Shoulder is weaker than the Right Shoulder.			
Thank you, Thomas B. Gilliam, Ph.D. Copyright 2017			

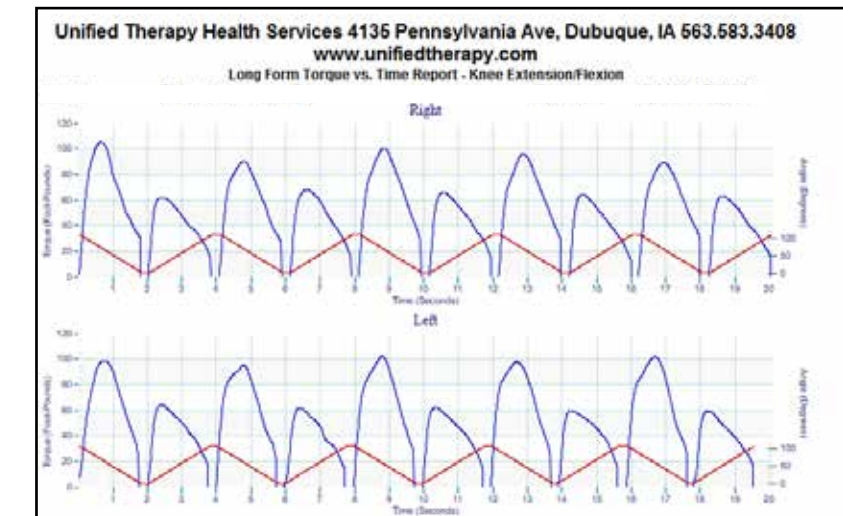
**Humac Norm** technology measures muscle strength and range of motion for the knees and shoulders, while providing objective data. Using isokinetic testing will prevent you from hiring someone with a pre-existing injury/condition who is likely to become your next work comp injury. It also establishes pre-hire baselines that keep the employer in control during work comp injuries and eliminates an employee's attempt to "fake" an injury at a later time.

Unified Therapy Services has teamed with DataFit, an industry leader in isokinetic physical capability evaluations. Utilizing the Humac Norm machine we meet the needs of our clients by reducing the probability of employees developing an overexertion musculoskeletal disorder. Isokinetics is the only form of testing which applies accommodating resistance and creates a force curve for each joint tested.

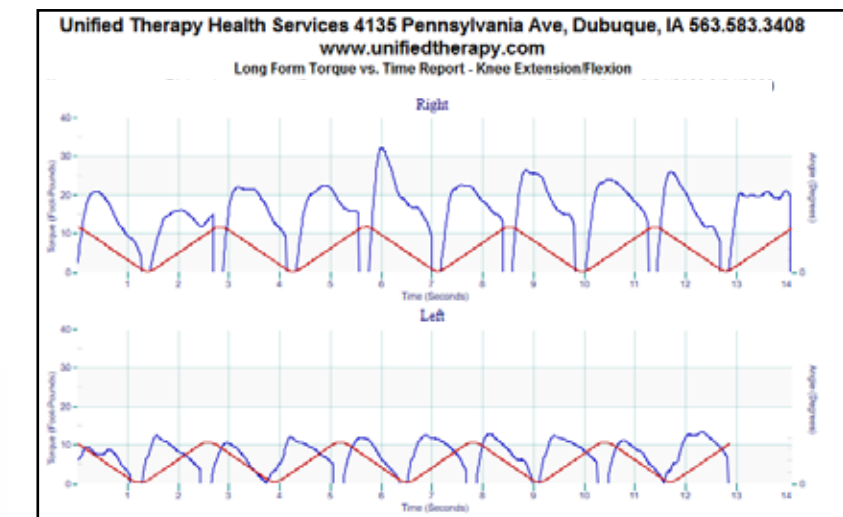
**Incumbent Testing** is used to establish pre-injury baselines for existing employees. The EEOC requires employers to return injured employees back to their pre-injury level. Without objectively knowing the pre-injury baseline it is difficult for employers to know when an employee has reached their pre-injury level. Incumbent testing is considered a non-medical test and can be administered at anytime as long as every employee in the selected job classification is tested at that location.



## Valid uninjured left knee



## Invalid effort - fraudulent knee



# Post Injury & Work Comp



## JOINT COMPARISON

We recommend every musculoskeletal injury be verified via isokinetic testing as soon as your provider will allow. This is to prevent symptom magnification, fraudulent claims, and/or malingering. The test is considered "cost neutral" to the company and pricing is insurance driven. The Physical Therapist simply replaces subjective data with a 100% objective isokinetic test. Providers can use the data to support diagnosis and develop treatment plans.

Test results are sent to the provider and employer in order to track progress. We use this information to update employers and providers on the status of the employee in support of the company's modified duty program. As the employee progresses, the work restrictions are easily changed to reflect the documented improvement based on the test results.

## POST INJURY ISOKINETIC TESTING

Post-injury isokinetic testing provides crucial insights into your recovery progress and helps tailor your rehabilitation program for optimal results:

- Identifies the injured joint
- Addresses malingering, when present, early in the medical evaluation process
- Accurately identifies current and on-going modified duty capabilities
- Tracks progress of rehabilitation
- Validates the EE's injured joint is back to pre-injury level
- Is reproducible, standardized, safe, defensible, 100% objective

## RETURN-TO-WORK/FUNCTIONAL CAPACITY EVALUATIONS

These are required by most companies as part of their return-to-work policy. The test is considered a medical exam by the EEOC and must be conducted by a licensed medical provider.

Employers request the return-to-work evaluation prior to an employee being released to full duty. We will complete a return-to-work evaluation and documentation to ensure the injured employee is back to pre-injury level (as required by Workers' Compensation laws).

This also protects the employer from future litigation. A copy is sent to the primary provider and is used by them to release the employee back to work. Again, the Physical Therapist simply replaces the existing subjective testing with a isokinetic test during the discharge evaluation. No additional cost is incurred by the employer.

*\*Isokinetic Testing has passed the Daubert Standard, meaning its data is acceptable evidence in court cases.*

# Job Task Analysis



Job Task Analysis (JTA) is an on-site service to determine the Department of Labor Job Classification for selected jobs. Conducting a JTA involves trained professionals interviewing employees and supervisors, and observing them perform the required job tasks. We record work postures, reaches, pushes, pulls, and lift forces, along with the frequencies of the job tasks involved. The JTA is the most widely accepted and nationally used process for determining valid job content and employment requirements. This can be very useful for several reasons, including:

- Create accurate and valid job descriptions
- Determine legitimate physical job demands
- Develop and/or validate training curricula
- Assist occupational health professionals in establishing restricted duty guidelines after an injury
- Help identify areas of a job that may require excessive force
- Indicate ergonomic changes that may reduce force and on-the-job injuries

## DETERMINING STRENGTH LEVEL BASED ON LIFTING OR CARRYING DURATION

Strength level	Duration of lifting or carrying				Percent of workday standing <sup>[1]</sup>
	Seldom	Occasionally *	Frequently *	Constantly *	
Sedentary work	Up to 10 pounds	Up to 10 pounds	Negligible weight <sup>[2]</sup>	No weight	Less than or equal to 1/3 <sup>[3]</sup>
Light work	11–25 pounds	11–25 pounds	1–10 pounds	Negligible weight <sup>[2]</sup>	
Medium work	26–50 pounds	26–50 pounds	11–25 pounds	1–10 pounds	
Heavy work	51–100 pounds	51–100 pounds	26–50 pounds	11–25 pounds	
Very heavy work	>100 pounds	>100 pounds	>50 pounds	>25 pounds	

<sup>[1]</sup> Standing estimates includes time spent standing, walking, and in low postures.

<sup>[2]</sup> Negligible weight includes anything lifted or carried weighing less than 1 pound.

<sup>[3]</sup> When the sedentary lifting or carrying requirements are met, and more than 1/3 of the workday is spent standing, light work is required.

Source: U.S. Bureau of Labor Statistics, Occupational Requirements Survey.

\*Occasionally: up to 33% of work day Frequently: Up to 60% of work day Constantly: Up to 67% of work day

Source: [www.bls.gov/ors/factsheet/strength.htm](http://www.bls.gov/ors/factsheet/strength.htm)





# Drug/Alcohol Screenings



## A DRUG-FREE WORKPLACE

Unified Therapy Services provides on- and off-site drug and alcohol screenings. We offer lab-tested collections of several panel choices for the Department of Transportation (DOT) and Non-DOT agencies.

Reasons for testing include:

- Pre-employment
- Random testing
- Follow-up
- Return to work
- Reasonable suspicion
- Accident while on duty
- Court-ordered
- School programs

## ADDITIONAL BENEFITS:

- Our technicians are fully certified
- Our Lifeloc Phoenix 6.0 BT provides immediate results for breath alcohol screenings
- Federal and non-federal drug testing custody and control forms are used for all testing
- Drug and alcohol screens are admissible in court

## WE CAN SCREEN FOR:

- Alcohol
- Amphetamines
- Cocaine
- Opiates
- Marijuana
- Heroin
- Phencyclidine
- Barbiturates
- Benzodiazepines
- Methadone
- Methaqualone
- Oxycodone

\* Additional screening panels available upon request.

