logichealth
customising workforce wellness

3/316 Onslow Rd, Shenton Park
WA 6008
Tel 1300 316 774
Email info@logichealth.com.au
www.logichealth.com.au

Five steps to make your own job specific pre-employment functional assessment.

Outlined below are five steps to make your pre-employment functional assessment more than just a tick and flick process, but to ensure it is a robust risk mitigation process. Given that traumatic joint/ligament & muscle/tendon injury accounts for 45% of serious workers compensation claims ensuring your functional assessment is comprehensive is vital. This guarantees the risk exposure to the individual and organisation is minimised.
The higher the physical demands and physical risks inherent in the job the higher the intensity of the assessment. An office worker should undergo a physical assessment that is much easier than a diesel fitter or farm hand.

Step One: Observe the job and complete a musculoskeletal risk assessment
Observe the job that you want to build the assessment for and consult with employees on the different physical demands of the job. Identify loads, postures, mobility and strengths required to complete the tasks that make up the job. Keep in mind repetition of tasks and duration of task, as well as looking at the job from an overall day to day perspective.

Step Two: Risk rank each body part
From the assessment above you need to then risk rank each body area in terms of its potential for sprain and strain injury. Start at the neck and work your way down to the low back and feet/ankles. The easiest way is to rank each high, medium or low risk. For example a concreter will generally have low back and shoulders as high risk areas, whilst fitters will have wrist/forearms and low back as high risk areas. Ensure you risk rank each body part. Rank Neck, Shoulders, Upper Back, Upper arms, Wrist/Forearms, Knees etc.

Step Three: Research and review assessments for each body part.
The next step is to identify peer reviewed assessments that already exist and preferably have pre-existing norms. It is easiest to start off with the highest risk ranked areas and identify three to four different assessments for each of these areas. The higher the risk ranking for the body part the more ways it should be assessed. For example a job that has shoulders as high risk of injury should have three to four different shoulder assessments.

Step Four: Ensure progressive overload
To ensure you progressively overload candidates, especially for the high risk jobs (more physically demanding jobs) the three to four assessments for each body part need to be completed in succession of each other. Structure the assessment to progressively overload the candidate with limited rest breaks.

Step Five: Some degree of fatigue is essential
To assist in creating some form of fatigue a cardiovascular fitness test conducted at the start of the assessment is essential. We conduct a ten minute Chester Step Test before ever assessment, this not only measures a candidate's level of cardiovascular fitness, warms the candidate up but creates some initial fatigue. As the assessment progresses this fatigue is crucial in identifying pre-existing injuries that may not have been divulged by the candidate, again essential for physically demanding jobs.

To see if your pre-employment measures up contact us now at info@logichealth.com.au or call 1300 316 774 http://www.logichealth.com.au/