

Fitness-to-Work Testing

What is Fit-for-Duty Testing

A Fit-for-Duty test is a series of medical assessments and physical testing stations designed to match a candidate's musculoskeletal abilities with the physical demands of the job they are applying for. Fit-for-Duty testing provides an employer a recommendation to hire and, if applicable, provides them with a comprehensive report of a candidate's medical and/or physical limitations, along with potential workplace restrictions and/or accommodations based on the job's PDA.

A Fit-for-Duty test attempts to place each candidate in the job best-suited to their abilities.

Why Should I Fit-for-Duty Test

Worker's Compensation Board (WCB) reported 1,307 lost-time claims in Alberta's drilling industry in 2006, costing the industry over \$3.8M.

(WCB Industry Synopsis, Drilling of Oil and Gas Wells, pg. 2)

In 2005, many Canadian drilling companies informally adopted a standardized, industry-wide Fit-for-Duty pre-employment testing protocol.

In 2011, the cost of claims to Alberta's drilling industry had decreased 78%, to \$420,000. (WCB Industry Synopsis, Drilling of Oil and Gas Wells pg. 2)

Why Should I Fit-for-Duty Test

SureHire recently completed a study analyzing the medical and physical testing data of 2000 trade workers (CLAC & Building Trades) from 2010-2012 who participated in the SureHire pre-employment Fit-for-Duty protocol.

The following results represent an average trade worker presently working in an industrial setting in Canada.

Study Results Question #1

What is the average age of the 2000 workers?

1. 34.5 years
2. 49.6 years
3. 41.3 years
4. 28.6 years

Study Results Question #2

What percentage of workers presented with high blood pressure (> 149/90)? *After 3 attempts

1. 15%
2. 31%
3. 68%
4. 50%

Study Results Question #3

What percentage of the 2000 workers weighed over 300 lbs?

1. 1.65%
2. 3.5%
3. 2.98%
4. 7.11%

Study Results Question #4

What % of the 2000 workers came to the testing with current unresolved musculoskeletal injuries?

1. 2.7%
2. 31.4%
3. 12.9%
4. 8.2%

Study Results Question #5

How many individuals disclosed that they were scheduled to undergo a musculoskeletal surgery in the upcoming 12 months?

1. 17
2. 24
3. 6
4. 39

Study Results Question #6

What % of workers were unable to meet the physical demands of the position they applied for?

1. 7.2%
2. 13.1%
3. 3.9%
4. 18.0%

Study Results Question #7

What % of workers disclosed currently taking *Pain Medication, Muscle Relaxants, Nerve Pain Blockers or Anti-Inflammatories* at the time of testing?

1. 2.3
2. 5.4
3. 4.6
4. 6.1

Study Results Question #8

Out of the 2000 workers, what percentage received an initial stoppage?

1. 0.5%
2. 14.7%
3. 4.9 %
4. 7.2%

Study Results Question #9

Out of the 2000 workers, what percentage were unable to receive full site access?

1. 0.5%
2. 14.7%
3. 4.9 %
4. 7.2%

Live From the Front Line

Age: 51

Height: 5'10"

Weight: 160 pounds

- Candidate was stopped on the second set of the floor-waist lift due to insufficient heart rate recovery after one minute of rest.
- Candidates heart rate actually increased from 183 to 188 bpm after one minute of rest. Client was issued Referral #5 and requested to secure physician clearance.
- Candidate re-tested May 2012 and reported that he had heart valve surgery in December 2011 due to the results from the initial fitness to work

Components of a Valid Fit-for-Duty Test

- ❑ Testing criteria is based on a job Physical Demands Analysis (PDA)
- ❑ A physiotherapist's musculoskeletal assessment is best fit
- ❑ Comprehensive critical strength and mobility testing is required for accurate results
- ❑ Testing protocol follows a national standard

Components of a Valid Fit-for-Duty Test

- Hiring recommendations are determined by evidence-based practice
- Level 1-5 results grading system identifies candidate capabilities
- Additional/Follow-up testing recommendations are provided for each candidate



Critical Strength & Mobility Video

<http://www.youtube.com/watch?v=KiLBFxGlgVk>

Please don't make fun of my skinny legs

Alcohol Testing: Breath, Saliva and
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Full Body Musculoskeletal Assessment Video

<http://www.youtube.com/watch?v=Z8NCvkygrZc>

Implementing a Fit-for-Duty Program

- ❑ Complete a Physical Demands Analysis (PDA) for each work position onsite
- ❑ Find a Fit-for-Duty company who meets your specific requirements
- ❑ Inform your work force that the testing will not affect their current position
- ❑ Update your hiring package to reflect that your offer of employment is based on the results of a Fit-for-Duty test, Drug and Alcohol test, etc.
- ❑ Secure information sessions with your Fit-for-Duty company to present to the team (HR, HSE etc) on the specifics of the program

Frequently Asked Questions

- 1. After implementing a Fit-for-Duty testing program, am I able to test my current employees?**
- 2. If I test a candidate at a specific PDA level, am I able to transfer them to different job positions?**
- 3. Am I obligated to hire applicants that have limitations/restrictions based on the PDA of the job they applied for?**
- 4. What is the average length of time to complete a Fit-for-Duty test?**

Frequently Asked Questions

5. What is the Fit-for-Duty testing company able to provide to the employer in terms of the disclosed applicant information?
6. What information is available to the employer if a tested applicant sustains an injury/incident?
7. What are the critical strength weight levels based on?
8. Where in the hiring process does Fit-for-Duty occur?
9. What is a Physical Demands Analysis (PDA), and how is it completed?

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Require Additional Information?

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