“...in general, it is not possible for a physician using medical information alone, to make reliable predictions about an individual’s ability to perform tasks or to meet functional demands.”


The ESIS Functional Job Assessment approach was designed to integrate sound ergonomic principles with practical, cost-effective solutions that reduce ergonomic loss, promote employee comfort, and increase productivity gains in the operation. Our engineering approach utilizes analytical methods to quantitatively assess occupational risk factors and to prioritize tasks to help achieve maximum loss reduction benefits from job design interventions. Our administrative approach of training and program development strives to interject ergonomic principles into the culture of an organization.

Because the human body is so complex, physically and psychologically, how do we determine an employee’s ability to work – to perform specific duties? ESIS uses current reliable and valid means to assess each job. For this information to have value, however, it must be matched to the worker’s job demands (not job description).

Worksite Assessment x Communications x Remediation = Functional Job Assessment

Worksite Assessment

A Worksite Assessment involves a professional evaluation of the functional tasks and demands of a job, and the necessary equipment. The evaluation is conducted at the workplace. A Functional Job Assessment and a Worksite Assessment will determine if there is a match between a worker’s functional abilities and the functional demands of the job. Ensuring an appropriate match of individual ability with job demands facilitates a safe re-introduction of employees to the workforce following injury.

Communications

ESIS will complete a digital video assessment of the tasks, allowing us to correlate the written Functional Job Assessment with the visual. This can be used by claims professionals as well as medical professionals in understanding the true task level requirements of a job. We bring these assessments together on a CD-ROM or flash drive for easy access and reference.

Remediation

ESIS doesn’t stop at completing a Functional Job Assessment. We complete the task by providing you with meaningful recommendations and practical solutions to safety and health issues related to each specific job. This includes the identification of job-specific ergonomic issues and recommendations for solutions, and determination of employee job match and indicated job recommendations.

Benefits

Functional Job Assessments can:

- Be used by a vocational/rehabilitation specialist to facilitate return-to-work activities on behalf of an injured worker and determine if retraining is needed
- Provide objective information to reintegrate workers using light duty assignments at a physical activity level of increased safety
- Assist in complying with Americans With Disabilities Act (ADA) requirements, which specify that a disabled individual's qualifications for a job be evaluated in relation to its essential functions
- Be used during the hiring process to clearly convey job expectations and requirements to job seekers; this can serve as a valuable recruiting tool for attracting certain job seekers
- Be used by legal counsel in conjunction with relevant medical reports to expedite the settling of workers compensation issues
• Provide a framework to further develop performance and accountability evaluations for job categories
• Offer customized, site-specific ergonomic intervention strategies that highlight how jobs might be enhanced through a combination of engineering and/or administrative controls
• Be readily updated when needed, to reflect the essential functions of any altered positions or any other relevant change

Applicable to All Businesses

Here's a sampling of the industries that have found the Functional Job Assessment a valuable part of their loss control and reduction efforts:

• Janitorial and maintenance services
• Food processing
• Parking operations
• Industrial and manufacturing operations
• Warehouse operations
• Security services
• Office operations
• Airline operations
• Healthcare
• Food services
• Hospitality
• Clean room operations
• Commercial laundries
• Field installation operations
• Call centers
• Automotive manufacturing

Key Technology Features

• Available on CD, DVD, for Intranet access, or hard drive installation
• Cross-browser standard HTML format
• Full text search capability
• Full motion video, digital photography, job overview, task specifications
• Can include appendices and exhibits such as additional resources, worksheets, employee handouts, and technical references

CONTACT US

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ESIS Health, Safety and Environmental (ESIS HSE) is part of ESIS®, Inc., (ESIS), one of the industry's oldest and largest risk management services companies. ESIS HSE is dedicated to working with clients to help prevent injury to people, liability to organizations, and damage to property. Our loss prevention specialists continue to develop as industry leaders through training, experience, and research.

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