



## DSI Work Solutions, Inc.

P: 218-625-1051 • F: 218-625-1052

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

Susan J. Isernhagen, PT  
sisernhagen@dsiworksolutions.com

Dennis D. Isernhagen, PT  
disernhagen@dsiworksolutions.com

Receive our free email newsletter & more info:  
sisernhagen@dsiworksolutions.com

## Job Function Matching®

A Work Injury Management & Prevention System



### Comments from referrers & users of DSI Job Function Matching® & FCA

#### Employers

- The Job Function Matching® (JFM) process gives us LEGAL job requirements for each classification. We no longer will place people in jobs they cannot physically perform.
- The results show a decrease of re-injury and OSHA rates. Workers are taking an increased interest in the process and have less fraudulent claims.
- DSI JFM takes the guesswork out of what an injured employee can and cannot do, making RTW safer for employees. Both morale and productivity have increased.
- We have seen ADA claims practically disappear and we have almost eliminated WC retaliation issues.

#### Physicians

- With job matching, we are now practicing evidence based medicine. I no longer have to estimate restrictions due to the objective testing in JFM.
- The patients are pleased to be in a job matching program. They feel it is working out well for them and gives them more confidence.

#### Workers and supervisors

- *Worker:* Taking this test really made me feel more confident about going back to full duty. Thanks.
- *Supervisor:* A worker was tested on Thursday and not scheduled to see the MD. Because we had the Job Function Match grid that showed ability for full duty, we moved the appointment up and he was released full duty. This saved many days of work comp costs plus replacement pay.

#### DSI providers

- Employers have never been offered anything so progressive before. My work with employers is expanding in both work injury management and prevention.
- DSI programs are easy to use, effective, and understandable by all involved in the return to work process. I am glad I switched to the DSI system.
- All of the DSI programs are supported by excellent customer service and broad experience.



### Why Choose DSI Job Function Matching®?

DSI provides award winning outcomes in reducing work injury and costs. DSI and its providers use a systematic process to match workers and jobs in hiring, injury prevention and return to work.

- Work is accomplished productively & safely.
- Workers, employers & medical providers use objective job matching data for reducing injuries and costs while focusing on workers and their jobs.



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**Medical providers** use objective evidence to improve health and work outcomes for their patients.

**Supervisors & case managers** know the workers have been actively tested against their job. The JFM form blends work requirements with capacity of the injured worker. RTW is clear and efficient.

**Workers** actively participate in their return to work goals. Confidence increases.

**Rehab team** develops professional skills in both job and client assessment. They participate as a pivotal team member in both hiring and return to work processes. Outcomes are functional and measureable.

*Job Function Match: Nursing Assistant - sample of 3 job demands*

Job Function Demands	Job Function Test	Score	Pass	Modification	Pass
Move patients in bed	Push/Pull 90lbs Stand, bend, reach	30#	No	Use ergo plastic liner	Yes
Propel wheelchair	Push 30lbs (see test 1)	30#	Yes		Yes
Wash/dress patient	Stand, reach, bend	Completed	Yes		Yes

*Job Function Match: Grocery Stocker - sample of 2 job demands*

Job Function Demands	Job Function Test	Score	Pass	Modification	Pass
Move cart into store	Push cart 100 ft, 80# force	40#	No	Use powered cart or assist	Yes
Lift product of 10-40# to shelves from 2" to 70"	Lift 10, 20, 30 40# to heights of 2, 20, 40, 60, 70"	Completed all	Yes		Yes

## DSI JOB FUNCTION MATCHING®

### DSI JOB FUNCTION MATCHING® COMPONENTS:

**Job Function Analysis** of target jobs, including ergonomics, education and training.

**Job Function Descriptions** classify and validate essential functions of the job.

**Job Function Tests** used both for post offer testing and return to work.

**Job Function Match:** compares the abilities of the worker to the job, indicating tasks when full ability is present and that don't match.

**Functional Capacity Assessment:** for determination of overall ability.

**Policies and Procedures** that provide a baseline to integrate the matching system into current employer and provider policies.

### UTILIZATION OF JOB FUNCTION MATCHING®

#### Injury prevention

1. **Post offer testing:** a higher level of assurance exists that applicants can perform the essential functions of that job.
2. **Ergonomic opportunities**
3. **Education and training**
4. **Fitness and conditioning:** using job specific requirements as the basis.

#### Return to work processes

1. **Onsite Therapy or Early intervention:** Job Function Match indicates which tasks are safe in early return to work and which have to be eliminated or modified temporarily. **Ongoing Match upgrades the worker through full or maximum duty.**
2. **Job modification:** Specific ergonomic changes allow safe work.
3. **Work conditioning**
4. **Disability reduction:** Job matching and/or FCA assists decision making process in STD and LTD.

### CHARACTERISTICS OF JOB FUNCTION MATCHING® PROCESS

#### Proactive

Specific risk areas and begin preventive measures such as post offer screening, ergonomics, conditioning or training reduce injuries. If work injury or illness occurs, objective testing replaces subjective restrictions to reduce reinjury and lost time.

#### Medical legal credibility

- ADAAA and Human Rights Legislation
- OSHA
- Workers Compensation
- Objective information replaces subjective estimates

#### Outcome oriented

Outcomes and benchmarks include: injury rate, lost time days, reinjury rates, disability costs, and productivity.

### IMPLEMENTATION

- When utilized by an occupational health/rehabilitation provider* DSI licenses occupational health/rehabilitation providers in Job Function Matching® and Functional Capacity Assessment. DSI provides procedures, forms, hands-on training and consultation. DSI providers providing successful services in both injury prevention and management.
- When utilized by an employer* it will enhance its internal risk management and workers compensation services and work closer with medical/rehab providers. Assessment, benchmarks, policy and procedure development and implementation plans also available from DSI.

### EVIDENCE

**From a medical perspective,** peer-reviewed published research is a cornerstone. DSI kinesio-physical testing has been researched in four countries and shown to be highly reliable.

**From a legal perspective,** the EEOC and Americans with Disabilities Amendment Act promote job function descriptions as a compliant way an employer can identify job functions for use in matching workers. The DSI Job Function Matching® process provides job modification information for persons with a disability.

### OUTCOMES

#### Major California Health System:

- Risk Innovator Responsibility Award 2009: Liberty Mutual Risk and Insurance:
- DSI Job Function Matching significantly reduced modified workdays at a test hospital, from 3,642 in the first year to 672 in the third year
- Saved more than a million dollars in workers' compensation costs in the first year of operation

#### Window Manufacturing:

- Reduced injuries by 40%;
- Reduced restricted days by 50%;
- Reduced lost time days by 40%.
- 50% reduction in workers compensation losses

#### Manufacturing Industry:

- After years of use of medical "restrictions" the change to job function matching has resulted in no worker with a work comp injury on restrictions, and all at their regular job.

### Satisfaction

Published outcomes state that DSI JFM:

- \* Improves both supervisor and employee morale
- \* Decreases litigation
- \* Wins awards for DSI JFM related to measuring the jobs and creating a system that reduces injury costs

### Summary of published outcomes from employers

- Significant (up to 50%) reduction in workers compensation costs
- Significant reduction in medical costs within work comp
- Significant (up to 82%) reduction in restricted days
- Significant (up to 50%) reduction in lost time days



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For further information contact Susan Isernhagen [sisernhagen@dsiworksolutions.com](mailto:sisernhagen@dsiworksolutions.com) 218-625-1051. DSI licensed and trained providers are found at [www.dsiworksolutions.com](http://www.dsiworksolutions.com)