



Safety and Wellness

A healthy employee does not guarantee that they will be a safe employee however an unhealthy employee who is unable to perform the job tasks is a guaranteed safety risk. With today's aging work force and sedentary lifestyles employers with manual laborers need to be concerned about the employee's physical ability to perform the physical demands of the job.

Many employers do a pre-employment screen but very few match or test the applicant's physical ability to perform the physical demands of the job. As current employees age, proactive employers are beginning to require employees pass an annual physical ability test to assure they maintain the physical ability to perform the job safely.

Physical Demand Job Analysis

Employers should complete and maintain a physical demand job analysis for each physically demanding job. This "one page" summary should outline the duration and physical demand of each task to perform the job. During the new hire process the employer should present this Job Description to the applicant and ask if they have physical limitations that would prevent them from doing the job safely. This analysis should also be provided the physician during a pre-employment or annual physical.

Return to Work

In Workers' Compensation as well as personal health employers often require or rely on the "treating doctor" to release the employee to return to work full or restricted duty. However if the doctor does not have an understanding of the physical demands of the job they are reluctant to release them to work especially in a restricted capacity because of the risk of re-injury or prolonged rehabilitation.

Preferred Providers

We strongly recommend establishing a preferred provider relationship with a local physician to provide occupational health services, pre-employment physicals and Workers' Compensation injury treatment and return to work examinations. This provider should become familiar with your work environment and physical demand job descriptions. They can also be positioned as your "Medical Director" to assist in the return to work process for employees being treated by other providers.

Your preferred provider can be recommended in company policy and posted within the work place, however the employer cannot deny an Ohio Workers' Compensation claim if the employee chooses another provider. Typically employees will seek treatment at the preferred provider and this can be justified by convenience and knowledge of the work environment. In

partnering with your preferred provider they will become part of your safety committee to assist in identifying potential job modifications to reduce the risk of injury.

RHK Group offers Ohio Workers' Compensation Review

Employers interested in an independent review of your Ohio Workers' Compensation experience can click [here](#) to complete a temporary authorization. The RHK group will provide an overview of your experience and cost control recommendations for the 2014 policy year. As an independent agent we work with multiple TPA services throughout Ohio.