



## **POST-HIRE PHYSICAL ABILITY ASSESSMENTS**

**Industrial Medical Associates, P.C. (IMA) is pleased to announce the availability of Post-Hire Physical Ability Assessments (PHPAA) at our newly established Physical Therapy Clinic.**

**This will add an important dimension for employers who wish to:**

- A. Assure a new hire can physically meet the demands of a specific job**
- B. Establish a physical base-line of post-offer employees.**

**Performed by our on-site, Physical Therapist the PHPAA provides at a minimum:**

- Coordination/amplification of IMA provider's post-hire medical exam;**
- Functionally based, job specific, i.e. replicates "on-the-job" duties;**
- Assesses employee's ability to perform the essential physical demands of the job as well as while establishing a medical and physical base-line for future reference;**
- Considers medical contraindications for offered position;**
- Same day results available**

**Why conduct a PHPAA???**

**The hiring of the best qualified employee to perform a given job represents a major investment for employers. Therefore, any activity that poses an opportunity to improve on this "chance" is worth exploring. The HPAA directly meets this criteria since it helps assure that the new employee will in fact be able to physically perform the tasks at the desired required level.**

**Case study by M. Littleton, the University of Illinois at Chicago, tested physical plant applicants at a major university hospital and found that the number of lost days cases decreased 18%, the total injury costs decreased 78%, and that for every \$1.00 spent on the post-hire screening produced an \$18.00 savings to the employer.**

**For further information, please contact Tim Christman at (315) 478-1977, ext. 247**