

QUEENSLAND MINING INDUSTRY

HEALTH & SAFETY CONFERENCE

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What can we learn from our experiences with pre-employment and fitness for duty testing?

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Introduction

- General introduction
- Multiple purposes of the PE assessment
- Why try to determine FFD
- Goal of injury / illness prevention
- Risk assessment



Limitations and conflicts in legislation

- OHS
- Privacy
- FWA
- Discrimination



Biopsychosocial Model

- Evidence of validity in relation to tests
- Sensitivity
- Specificity
- Complex biopsychosocial risk tools



Why do a functional anyway?

- Reasons for functional
 1. Screen for movement intolerances (inc injury)
 2. Test for capacity to do work
 3. Identify risk of injury
 4. Obtain baseline data
- Risk management approach

*If we don't know our risks, we can't manage them.
If we don't measure them, how do we monitor change?*

Reliability and Validity (and why it matters)

- Reliability (standardised)
 - Repeatability and consistency
 - Fairness
- Validity (job-specific)
 - Anti-discrimination requirements
 - Useful information
- And a word on Safety



Evidence behind functionals

- Predictive ability
 - ACARP funded study demonstrated increased risk of musculoskeletal injury between 2.3 and 5.8 times for workers who do not meet job demands
 - Increased risk after 1.3 years of employment so make the most of this window of opportunity

Ref: Legge, J., Burgess-Limerick, R. & Peeters, G. (2013) A new pre-employment functional capacity evaluation predicts longer term risk of musculoskeletal injury in healthy workers. *Spine*, Vol 38(25), pp2208-2215



Does it really matter?

- Individual
- Co-workers and company
- Family and community



When will your number come up?



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