



# Advanced Rehab, Ergonomics & Assessments (AREA)

Comprehensive programs and services for patients and employers

## The impact of musculoskeletal injuries

Musculoskeletal insult is the most common cause of injury in the workplace. A significant percentage of such injuries stem from posture, duration, repetition and force. The risk of injury is present in various industries and range from repetitive motion in an office setting to strain in a heavy manufacturing or construction environment. Taking a proactive approach to prevention and rehabilitation often reduces costs (both direct and indirect) to employers.

## Reduce your risks and costs

Gundersen's Advanced Rehab, Ergonomics & Assessments (AREA) can assist you in reducing injury risk and associated cost through completion of post-offer employment tests (POETs), job fit assessments, effective rehabilitation as well as fit-for-duties prior to return to work after an injury.

AREA provides patient-centered care in either Gundersen's well-equipped work simulation gym embedded in Gundersen's orthopaedic center or within an on-site industry setting. The program has been providing services to employers in all sectors of business since 1985.

## An integrated approach with experienced staff

Our combination of experienced staff and resources within our orthopaedic center position us to provide a level of assistance that exceeds other area providers. Our staff work closely with medical providers throughout Gundersen Health System, as well as other providers throughout our service area. Working collaboratively with the employer and providers, we evaluate and rehabilitate patients to ensure the best possible outcome for the employee and employer.

## Advanced Rehab, Ergonomics & Assessments (AREA) Programming

### Our services include:

- **Post-offer employment tests (POETs):** This service is offered to employers as a way to assess a prospective employee's ability to meet specific job demands based on job title and description. A typical POET takes 30 minutes to complete. Longer if the job is more complex.

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- **Fit-for-duty evaluation:** This evaluation is completed utilizing a job description to assess the patient's abilities to meet specific job demands after either being injured or being out of work for a length of time. It ensures the employer that the employee can safely and effectively complete job tasks prior to return.
- **Job demand analysis:** This service is offered to employers to assess job demands. It can be used as a basis for POET completion or to assist with return to work when uncertain if the employee capability matches the job demands. These can be created starting from nothing and watching the job functions in-person, or can be re-created over time as job tasks change.
- **Functional capacity evaluation (FCE):** Gundersen utilizes a standardized WorkWell protocol to complete and document the completion of an FCE. This evaluation is based on the 26 elements of work identified by the Department of Labor and is based on a kinesiophysical approach to determine maximal level of function. An FCE can be administered at end of healing or in legal matters as a way to assist the physician in determining patient capabilities for return to work or disability matters. The FCE takes place over two consecutive days for consistency purposes, three hours the first day and two hours the following day.
- **Functional Job Analysis:** Writing a thorough and accurate job description is important for many reasons and over time, job descriptions may change. Utilizing an occupational therapist to analyze a specific role by watching the tasks in real time can assure you have accurate description of the job demands and physical requirements for completion. This will help assure you are hiring the right people and that appropriate testing is completed when one looks at a job description to determine the demands of that job. Gundersen can help you write your job description for any of your current positions.
- **Work Rehabilitation:** This is a patient-centered program which is usually in a group setting at Gundersen's La Crosse clinic location after a patient has been injured at work and requires specific job demand rehab to return safely, effectively and timely. Work Rehabilitation varies from 3-5 days a week for two hours in length that focuses on progressive exercise and strengthening as well as graded job simulation tasks to restore previous level of function to meet job demands. If an employer would like an employee to finish the program on-site, this is an option as the employee nears graduating from clinic setting rehab.
- **Work-site assessments:** The therapist can perform a job demand analysis on-site as well as assess the employee on-site to determine if there is a job match.
- **Body mechanics and ergonomics training:** This offering is for those patients and/ or employers who consider posture and positioning to be a cause of pain and/ or injury. The therapist can provide insight as to best possible alignment to reduce the risk factors related to specific work demands. This is completed on-site.
- **Educational programs and presentations:** Customized programs and/or presentations addressing topics specifically designed to meet the needs of the employer and the worksite.

## About Gundersen Health System

Gundersen Health System is a physician-led, comprehensive integrated healthcare network headquartered in La Crosse, Wis. We serve 22 counties in western Wisconsin, southeastern Minnesota, and northeast Iowa. With more than one million patient visits every year across our seven hospitals and more than 65 clinic locations, Gundersen's purpose is to enhance the health and well-being of our communities and enrich every life we touch.

325+65+900+  
 BED MEDICAL CENTER REGIONAL CLINICS AND HOSPITALS STAFFED BY CLINICIANS

in our multi-specialty, nonprofit integrated health system

### FOR MORE INFORMATION

TO LEARN MORE ABOUT AREA PROVIDED BY GUNDERSEN, CONTACT BUSINESS DEVELOPMENT VIA BUSINESSLINK AT (800) 731-4431 OR (608) 775-4431.

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