

POST-OFFER ESSENTIAL FUNCTION TESTING WHAT TO EXPECT & HOW TO PREPARE

Purpose: The importance of Post-Offer Essential Function Testing is to match a candidate's physical abilities to the physical demands of the job. This occupational test will evaluate functional and physical capabilities to determine if candidate is *able or unable* to perform essential job tasks, with or without accommodation. Candidate will receive guidance on body mechanics, proper lifting and posture, so that daily tasks are safely performed.

Scheduling: Employer schedules all tests. Appointments are available same day or within 24-48 hours.

Duration of Testing: 45-60 minutes is reserved. Please arrive 20 minutes ahead of schedule for paperwork.

Testing Administrator: Licensed Physical Therapist or Exercise Specialist.

Cancellation: Advise employer & CorporateCare immediately. If cancellation occurs with less than 24-hour's notice, cancellation/no-show or incomplete testing fees may apply.

Preparation: Wear comfortable clothing (sneakers, gym shorts, sweat pants). Avoid energy enhancing drinks (such as Red-Bull, AmpEnergy, Monster, etc.) on testing day to avoid potential elevation in (BP). Avoid smoking prior to testing. If possible, adequate sleep is recommended prior to testing. *Child care is not available at our Occupational Health clinics and children cannot be left alone while candidate is testing.*

Blood Pressure (BP) Requirements: Candidate must take (BP) medication as recommended by prescribing physician, if applicable. **A candidate may proceed with occupational testing if resting (BP) is less than 160/100 and Heart Rate (HR) is greater than 50 beats per minute (bpm) and less than 110 (bpm).**

If candidate's (BP) and/or (HR) are not within the above guidelines, the employer is notified that test is cancelled, and candidate is given information & advised to follow-up with their private medical provider or an urgent care clinic. If employer reschedules testing, candidate must present medical clearance from a medical provider.

TEST COMPONENTS:

- 1. Musculoskeletal Assessment:** **Prior to each test**, assessment is performed to observe the condition and functioning of the candidate's muscles, joints, and bones (range of motion, spinal & postural flexibility, assessment of both hands, upper & lower extremities, strength assessment).
- 2. Post-Offer Test May Include And Is Not Limited To:**
 - Functional capabilities specific to: job description, essential job tasks and validated testing parameters.
 - Functional tasks include, but not limited to: sit, stand squat, kneel, walk, lift, carry, climb, push, pull, balance, bend, twist, hand manipulation.

Forms: Candidate will sign: consent and registration forms prior to testing.

Test Results: Employer receives all test results

Disqualification: Any recent surgery, injury or illness will require medical release from treating physician prior to testing. Pregnant women must provide a release from their OB/GYN specifying any restrictions.

CorporateCare Clinic Location: 9040 Quivira Road, Lenexa, KS 66215 Phone: 913=492-9675