FROM PRE-EMPLOYMENT TO RTW:

UNDERSTANDING THE CONTINUUM OF CARE

2016 MISSOURI WORK COMP

Jeff Weeks, OTR/L, CEAS
Chief Operations Officer
ARC Physical Therapy+

ARC | Physical Therapy+®

JEFF WEEKS, OTR/L, CEAS

- OT for 23 years.
- Industrial Rehab for 14 years with a focus on Industry and RTW.
- COO of ARC since 2007
- 15 clinics: KS, MO, IA
- 3 onsite clinics
- Onsite services
- Serviced 1,900 employers in 2015
- 75,000 patient visits

ARC | Physical Therapy+®

Objectives

- Overview of Work Comp: Therapists Perspective
  - Challenges
  - Realities
  - Opportunities
- Cost Drivers
- Case Study

ARC | Physical Therapy+®

Objectives

- Continuum of Care:
  - What is it?
  - Why is it important?
  - How to deploy?

ARC | Physical Therapy+®

Work Comp Overview: My view

- Opportunities:
  - Employer directed state
  - Pick the right provider
  - Establish a RTW culture

ARC | Physical Therapy+®

Work Comp Overview: My view

- Challenges:
  - There are significant financial incentives to injured workers
  - Making a mistake choosing the wrong provider can prove to be costly
  - Injured Workers may take advantage of inefficiencies
  - Stakeholders have different objectives

ARC | Physical Therapy+®

Work Comp Overview: My view

- Realities:
  - Most patients want to get better
  - Patients are people
  - Success starts at the hiring stage

ARC | Physical Therapy+®

Work Comp Overview: My view

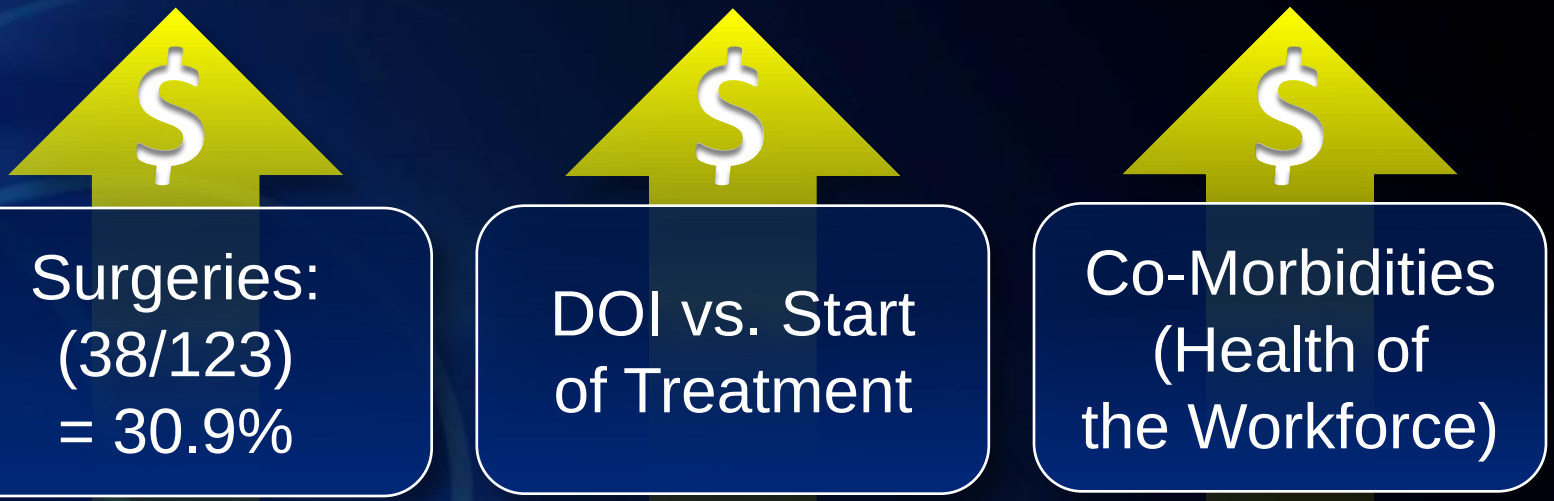
- Opportunities:
  - Treat all patients fairly
  - Set expectations early for ALL parties
  - Use every tool possible to facilitate RTW
  - Partner with excellent providers

ARC | Physical Therapy+®

Cost Drivers

ARC | Physical Therapy+®

Cost Drivers



ARC | Physical Therapy+®

Cost Drivers

Visits

Avg. Visits in Treatment (Surgical) = **22.2 visits**

Avg. Visits in Treatment (Non) = **10.1visits**

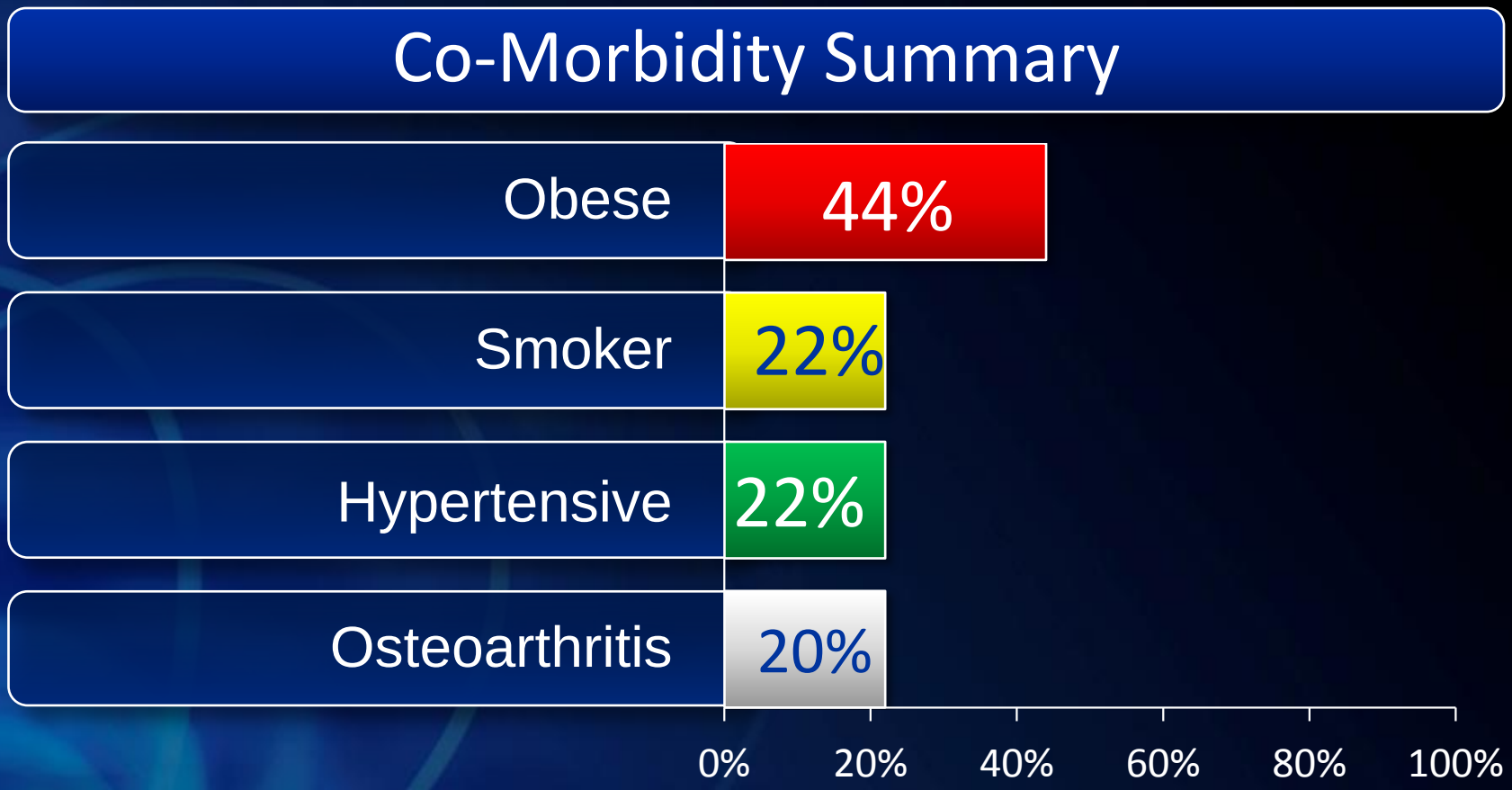
Duration

Avg. Days in Treatment (Surgical) = **56.3 days**

Avg. Days in Treatment (Non) = **26.8 days**

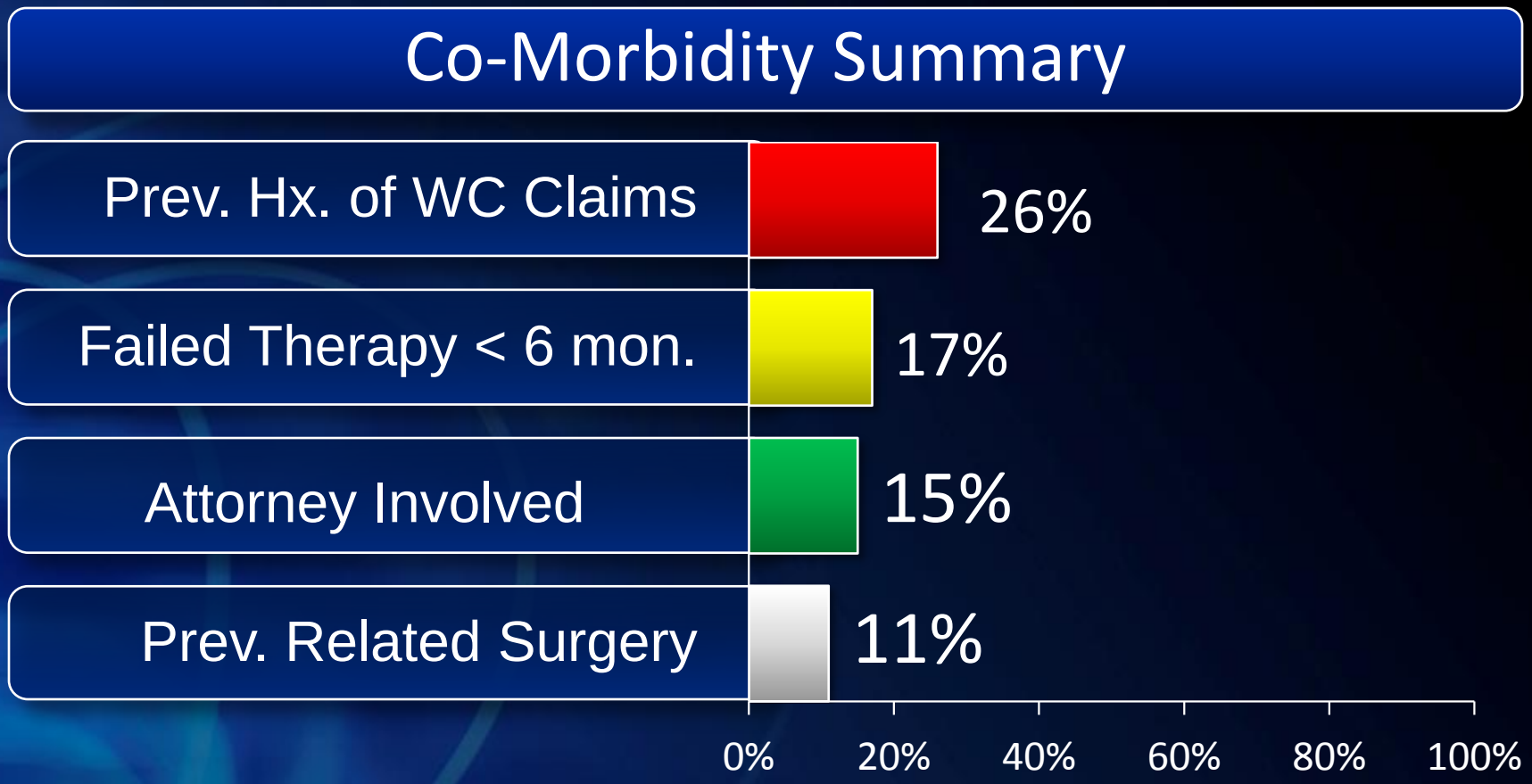
ARC | Physical Therapy+®

Cost Drivers



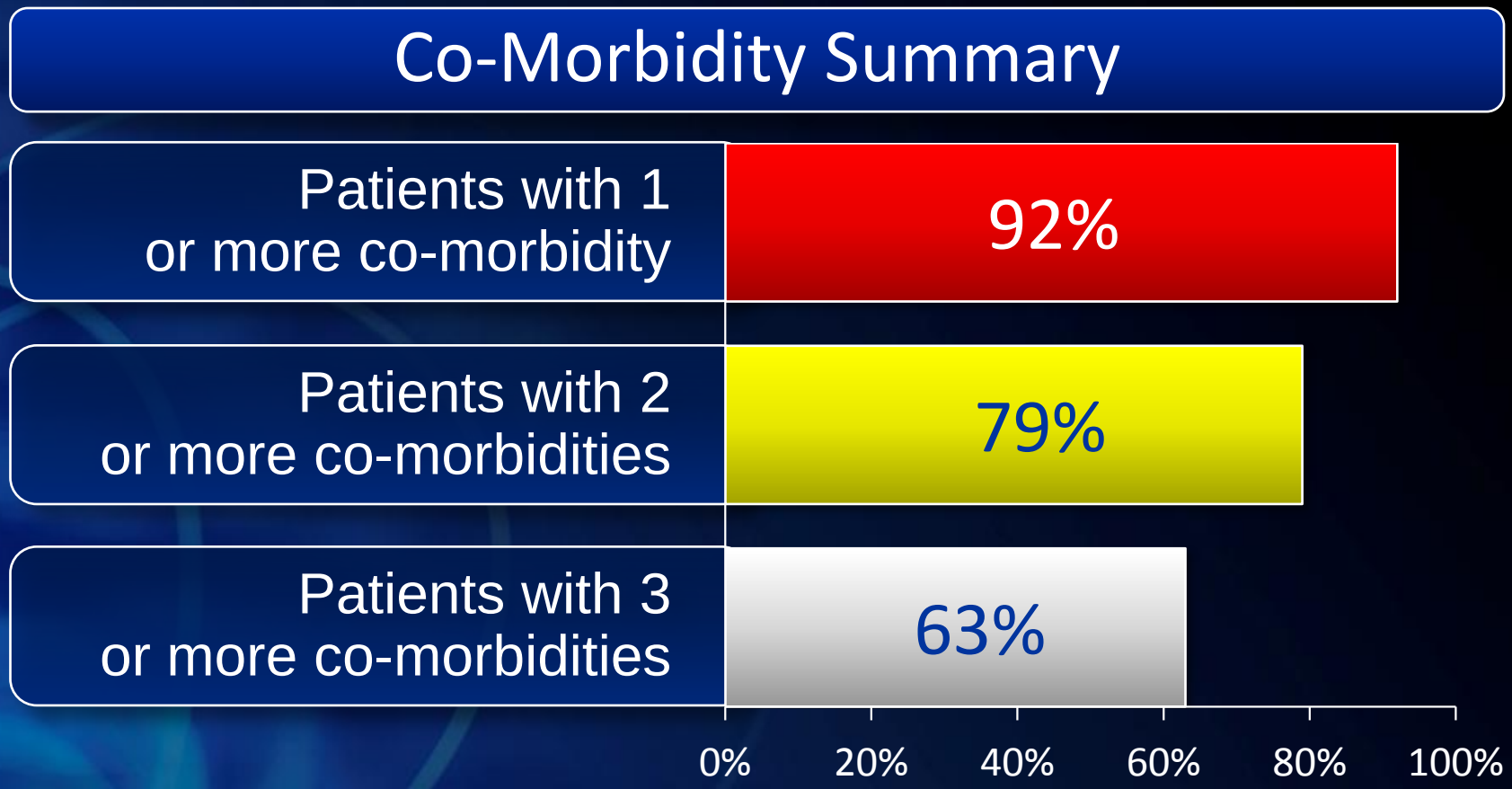
ARC | Physical Therapy+®

Cost Drivers



ARC | Physical Therapy+®

Cost Drivers



ARC | Physical Therapy+®

How Co-Morbidities Impact Outcomes

Those patients who were obese (BMI>30) averaged 16.9 visits

This is 3.0 visits greater than your overall average of 13.9 visits which equals approximately $600 in therapy costs

What other costs are impacted?

ARC | Physical Therapy+®

PDC Level

PHYSICAL DEMAND CHARACTERISTICS OF WORK
1993 Leonard N. Matheson, PhD

PHYSICAL DEMAND LEVEL	OCCASIONAL 0-33% of the workday	FREQUENT 34-66% of the workday	CONSTANT 67-100% of the workday	Typical Energy Required
SEDENTARY	10 lbs	Negligible	Negligible	1.5 – 2.1 METS
LIGHT	20 lbs.	10 lbs. and/or Walk/Stand/Push/Pull of Arm/Leg controls	Negligible and/or Push/Pull of Arm/Leg controls while seated	2.2 – 3.5 METS
MEDIUM	20 to 50 lbs.	10 to 25 lbs.	10 lbs.	3.6 – 6.3 METS
HEAVY	50 to 100 lbs.	25 to 50 lbs.	10 to 20 lbs.	6.4 – 7.5 METS
VERY HEAVY	Over 100 lbs.	Over 50 lbs.	Over 20 lbs.	Over 7.5 METS

ARC | Physical Therapy+®

PDC Level

PHYSICAL DEMAND CHARACTERISTICS OF WORK
1993 Leonard N. Matheson, PhD

PHYSICAL DEMAND LEVEL	OCCASIONAL 0-33% of the workday	FREQUENT 34-66% of the workday	CONSTANT 67-100% of the workday	Typical Energy Required
SEDENTARY	10 lbs	Negligible	Negligible	1.5 – 2.1 METS
LIGHT	20 lbs.	10 lbs. and/or Walk/Stand/Push/Pull of Arm/Leg controls	Negligible and/or Push/Pull of Arm/Leg controls while seated	2.2 – 3.5 METS
MEDIUM	20 to 50 lbs.	10 to 25 lbs.	10 lbs.	3.6 – 6.3 METS
HEAVY	50 to 100 lbs.	25 to 50 lbs.	10 to 20 lbs.	6.4 – 7.5 METS
VERY HEAVY	Over 100 lbs.	Over 50 lbs.	Over 20 lbs.	Over 7.5 METS

ARC | Physical Therapy+®

HANDLING:

Fine Finger Manipulation: Yes

Major Hand: Right hand

	Yes	No	Frequency
Repetitive use Right Hand	(x)	( )	Frequently
Repetitive use Left Hand	(x)	( )	Frequently
Light grasp Right Hand	(x)	( )	Occasionally
Light grasp Left Hand	(x)	( )	Occasionally
Firm grasp Right Hand	(X)	( )	Rarely
Firm grasp Left Hand	(X)	( )	Rarely
Fine dexterity Right Hand	(x)	( )	Occasionally
Fine dexterity Left Hand	(x)	( )	Occasionally

Work performed while handling: moving merchandise, setting up shelving, driving.

TWISTING:

The worker is required to twist:

YES	At the waist	YES	At the elbows
YES	At the neck	YES	At the wrists
YES	At the shoulder		

Twisting occurs while: performing all job duties.

Essential Function: Control Traffic (Flagging)

Critical Demands	Wt/Force	Frequency	Comments (Ht/ Distance/ Reps)
Stand		Continuous	To slow, stop, direct traffic as needed
Walk		Occasional	To move flagging location
Knuckle-Shoulder Lift	10 lbs	Occasional	To 56"; To place/ retrieve signs from vehicle
Floor-Shoulder Lift	60 lbs	Occasional	To 56" ht; To load/ unload stacks of 5 traffic cones to/ from the dump truck
Grip w/ preferred hand	10 lbs	Continuous	To hold and turn "slow/stop" sign
Grip w/ preferred hand	30 lbs	Occasional	To hold and turn "slow/stop" sign in windy weather conditions

Essential Function: Jack up a bridge

Critical Demands	Wt/Force	Frequency	Comments (Ht/ Distance/ Reps)
Stand/ walk		Frequent	Outdoors on uneven terrain; Ascending/ descending steep sloping terrain under bridges
Crouch or Kneel		Occasional	To use the jack and place spacers under a bridge
Crawl		Occasional	To access some confined areas under the bridge
Floor- Shoulder Lift	20-35 lbs	Occasional	Floor- 53" ht; To load/ unload equipment from the tool truck (ex: spacers, hydraulic jack, cylinder)
Floor- Shoulder Lift	90 lbs	Occasional	Floor- 53" ht; To load/ unload bridge jack from the tool truck

Occasional 1-33% (1-100 reps)
Frequent 34-66% (101-500 reps)
Continuous 67-100% (500+ reps)

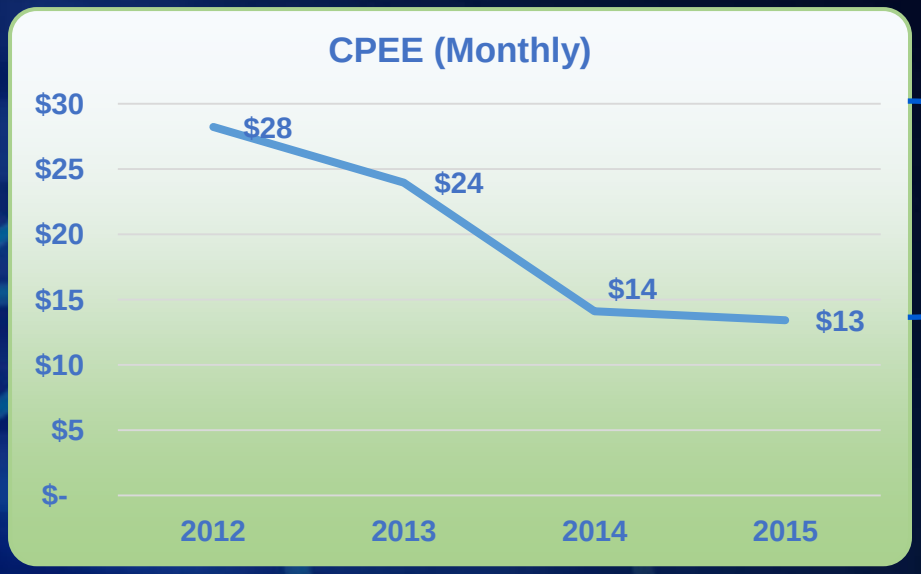
Why?

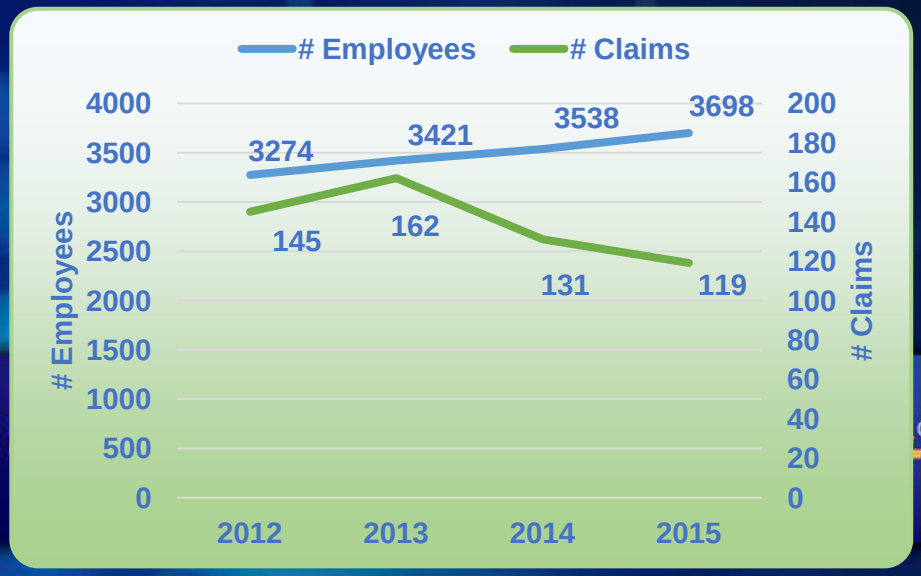
- CASE STUDY

ARC | Physical Therapy+®

Monthly WC Cost Per Employee

Includes estimated costs for open claims





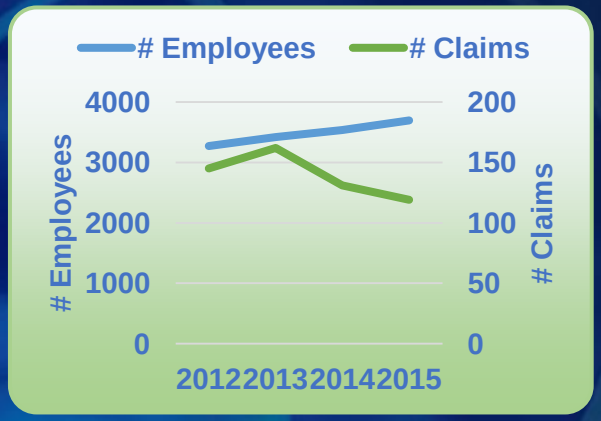
52% Reduction in WC Cost Per Employee from 2012 - 2015

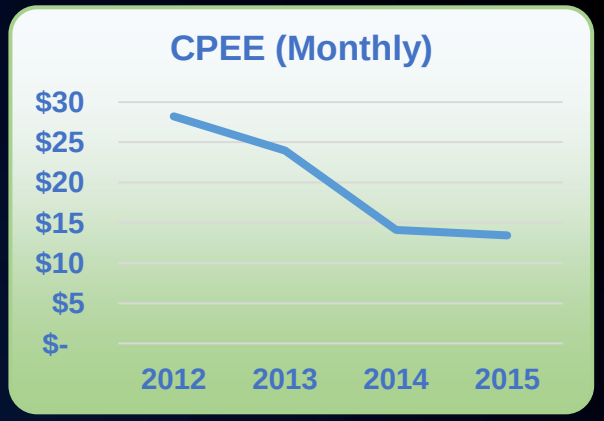
Cause of reduction in CPEE:

- **Decrease in # of claims despite increase in # of employees**
- **Decrease in average cost per claim**

Results - 2012 to 2015

- # Employees Up 13%
- # Claims Down 18%
- Claim Rate Per Employee Down 27%
- Cost Per Claim Down 35%
- WC Cost Per Employee (CPEE) Down 52%





Notes:

- $0 claims excluded
- Includes estimated costs for open claims

POET Return on Investment

2015 Cost of POETs: $193,000

Calculated based on if the rate of injuries and cost per claim stayed the same as 2012

- **Savings of $657,283 in Direct Costs**
- **Savings of $723,011 in Indirect Costs (Based on OSHA $afety Pays formula)**
- **Total Savings of $1,380,294**
- **ROI: $1,187,294**

Additional Savings: 14 of those tested never completed the tests due to medical reasons. This likely led to additional savings to the group benefit plan.

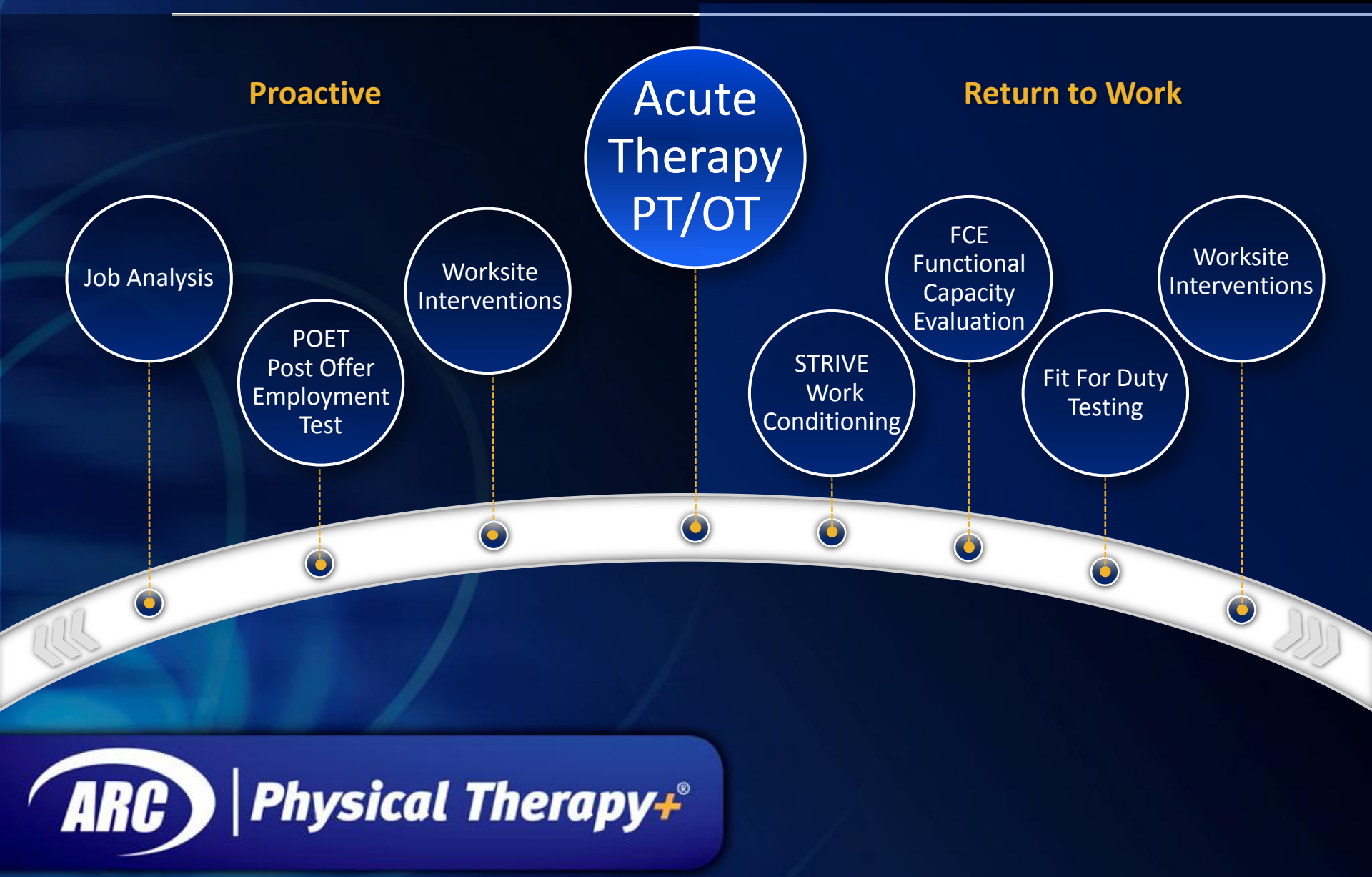
Note: **Not all employees have been tested (new employees only)**

How?

- INTERVENTIONS

ARC | Physical Therapy+®

ARC's Continuum of Care



ARC | Physical Therapy+®

ARC's Continuum of Care

Proactive

Return to Work

Job Analysis

- Defines the Essential Functions
- Cornerstone for FUNCTIONAL TESTING Programs: POET and FFD

ARC | Physical Therapy+®

ARC's Continuum of Care

Proactive

Return to Work

Job Analysis

- Template for RTW
- Creates an end goal for treatment
- Useful for Accommodation dialogue

ARC | Physical Therapy+®

ARC's Continuum of Care

Proactive

Return to Work

POET
Post Offer Employment Test

- Legally fits applicant to job
- National not capable rate of 7-12%
- Collects baseline information

ARC | Physical Therapy+®

ARC's Continuum of Care

Proactive

Return to Work

Worksite Intervention

- Early intervention programs
- Stretching programs
- Ergonomics

ARC | Physical Therapy+®

ARC's Continuum of Care

Proactive

Return to Work

Worksite Intervention

- Workstation evaluations
- Body mechanics training
- Workstation modifications

ARC | Physical Therapy+®

ARC's Continuum of Care

Proactive

Return to Work

PT / OT

- Specialization in Work Comp
- Knowledge and experience with WC
- Low patient volume=individualized care

ARC | Physical Therapy+®

ARC's Continuum of Care

Proactive

Return to Work

PT / OT

- Emphasis on functional RTW goals
- Supportive documentation
- Open, consistent, communication

ARC | Physical Therapy+®

ARC's Continuum of Care

Proactive

Return to Work

STRIVE
Work Conditioning

- Functionally based and job related
- Addresses total body + area of injury
- JA used for RTW plan and goals

ARC | Physical Therapy+®

ARC's Continuum of Care

Proactive

Return to Work

STRIVE
Work Conditioning

- Lessens the need for FCE
- Confident RTW recommendation
- Reduces duration of care vs PT

ARC | Physical Therapy+®

ARC's Continuum of Care

Proactive

Return to Work

FCE
Functional Capacity Evaluation

- Objective assessment
- Sincerity of Effort
- Legally defensible

ARC | Physical Therapy+®

ARC's Continuum of Care

Proactive

Return to Work

FFD
Fit For Duty

- RTW: W/C or personal injury
- Internal transfers
- Annually for Safety Sensitive positions

ARC | Physical Therapy+®

ARC's Continuum of Care

Proactive

Return to Work

Worksite Interventions

- Onsite Work Conditioning
- Workstation Evaluation
- Injury Prevention Education

ARC | Physical Therapy+®

Questions?

Jeff Weeks, OTR/L, CEAS

jweeks@arcpt.com

www.arcpt.com

ARC | Physical Therapy+®