



## FEATURES & BENEFITS

- PATENT PENDING PROCESS
- VISUAL DOCUMENTATION
- STANDARDIZED DEFINITIONS
- VIDEO CAPTURE PROCESS
- DOCUMENTS ESSENTIAL FUNCTIONS
- SIMPLE TO READ REPORTS
- LEGALLY DEFENSIBLE
- INTERNET BASED SYSTEM
- DOCUMENTS ADA ACCOMMODATIONS
- EASY TO EDIT REPORTS
- EASY TO CLONE REPORTS
- EASY TO UPDATE JOBS

## WHO WILL BENEFIT

- REHABILITATION PROFESSIONALS
- HUMAN RESOURCE PROFESSIONALS
- ERGONOMISTS
- OCCUPATIONAL HEALTH NURSES
- HEALTH PROFESSIONALS
- SAFETY PROFESSIONALS
- INSURANCE PROFESSIONALS
- HIRING AND RECRUITING AGENCIES

## INFOCUS WORK APPLICATIONS FOR HR

Picture an efficient and effective Post-Offer Testing and Return-To-Work Process. A robust physical demand documentation system is the foundation of any functional testing, post-offer testing, or return-to-work testing process. Without proper analysis and documentation of the physical demands; testing validity and reliability suffer resulting in potential legal issues.

The InFocus Work Application system defines, captures, documents, and reports the physical demands of each job. It is a software as service (SAS) based program that uses video capture as an objective means to accurately report worksite job tasks. The physical demand analysis process emphasizes Visual Documentation™ and data collection techniques unique to our patent pending process.

The system uses over 100 peer-reviewed professional publications and definitions to standardize each physical demand so they are legally defensible. The real time video captures and calculates Dictionary of Occupational Title physical levels making job definitions more accurate and reproducible for use by human resource, insurance, safety and medical professionals. By standardizing the definitions, reports are in a language that everyone understands; no gray area. Everyone understands the job, its physical requirements, and the capabilities that are required by the employee to perform that job at hire and when returning to the job after an injury or illness. Records are kept current with an annual review process so as jobs change the physical demands stay current and accurate.

Physical Demand Analysis and Ergonomic Risk Analysis are often confused. They are not the same. They are two completely different types of analysis that quantify job tasks in very different ways.

Ergonomics International's Board-Certified Professionals can analyze and quantify job tasks for your organization; or, we can train and certify you to perform this service internally. The Certified Physical Demand Analyst (CPDA) is taught how to accurately quantify postures, forces, repetitive cycles, and duration of activities in terms of physical requirements of an individual or population. They are required to pass a certification exam, perform multiple physical demand analysis using the InFocus Work Applications software and annually demonstrate their ability to accurately document essential functions and physical demands of jobs. They are also required to annually participate in continuing education that is approved by Ergonomics International.

Gain the advantage and the documentation needed to ensure you have quantified your physical demands before making decisions about pre-hire, post offer, or return to work testing criteria. Make your definitions and decisions based on visually objective and quantifiably sound measures. Choose InFocus Work Applications to produce legally defensible physical demand reports.