



DSI Work Solutions
Concepts that work. Solutions that last.

Work Solutions Insight

Your work injury management newsletter March 2010

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EMPLOYERS AND FUNCTIONAL TESTING: OUTCOMES AND LEGALITIES

JOB MATCHING WINS NATIONAL AWARD RESPONSIBILITY LEADER AWARD BY LIBERTY MUTUAL GOES TO JUDIE TSANOPOULOS

DSI Job Function Match (JFM) process was brought to St Joseph Health System by Judie Tsanopoulos, Director of Workers Compensation and Loss Control. Before beginning the process in 2005, Judie wrote to Susan and Dennis Isernhagen her reasons for wanting to implement the system:

"As a large Health System, we face an ever growing frequency and severity issue associated with our industrial losses. Determined to find solutions, we sought to find an innovative business partner that could develop a strategy.... for our losses during three stages: pre-placement, return from LOA's and during the treatment phase of a disability. DSI Work Solutions tailored a customized approach....This system assures that the applicant may safely execute the functions and identifies any modifications that can be crafted to safely perform the essential functions"

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DESIGN OF TESTING CRITICAL FOR NON DISCRIMINATION

By Susan J. Isernhagen PT
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Recent legal cases and legislation provide clarity regarding use of functional testing and legal issues in return to work. What is required is selecting the appropriate test for the issue:

Performing the appropriate functional test:
Indergard vs Georgia Pacific: A worker, who was

NATIONAL PRESENTATIONS

2009:

Feb 10, 2009: Dennis Isernhagen PT (DSI) and Manny Kiesser, Manager Cast Health Services, Disneyland Resort, CA: "A New Paradigm for worker productivity management" National Business Coalition on Health: Los Angeles: This process and outcomes presentation highlighted the Disneyland Resort success in implementing their program to bring workers back to work early through "Right Fit" (including job function matching). The reduction in costs was compared for two initiatives throughout the park. The first encompassed advancements in cast health including safety, prevention exercise, and ergonomics. The second matched set included job groups that had the prevention programs plus the job matching program. Disneyland Resort's proactive approach led to savings in workers compensation costs and lost time for both groups. The group that had included job matching in return to work had significantly more savings. Kiesser reported that Right Fit is a cohesive plan including prevention and case management stakeholders that work together closely.

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DSI PROVIDER UPDATE

DSI announces new providers and provides links to all current DSI providers. Employers, case managers, insurers, physicians, therapists, and referrers may use the website to identify experts within their geographic area. Contact Sue at sisernhagen@dsiworksolutions.com to find specific providers to meet your needs. If you wish to become a licensed DSI provider, also contact Sue to set training dates.

In October, we welcomed Excel Physical Therapy of Buffalo MN, Performance Physical Therapy of Bellingham Washington and Columbine Health System, Ft Collins CO.

In January we welcomed Premier Physical Therapy, Peoria

evaluated in a PCE-FCE, was not returned to work and claimed discrimination. The defense stated that the PCE was *not* a medical test. The court has correctly ruled that it was medical and will now determine if the worker did sustain discriminatory actions. The following points can be used by referrers and therapists could help prevent discrimination:

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IL, VSH Work Solutions (Vrinda Hatti), West Chester PA, and Physical Therapy and Wellness Institute, Plantation Florida.

DSI providers can be found by [this link](#)

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WEBINARS BRING LEADING TOPICS:

DSI webinars for all stakeholders in work injury management and prevention are very well received by participants. They are fully recorded, and can be accessed through registering with DSI. The topics for the 2009-2010 series are:

- Ergonomics I and II
- The Aging Worker
- The onsite injury management and prevention team
- Functional Capacity Assessment: the difficult clients
- Developing "early intervention" programs in industry
- Americans with Disabilities Act Amendment: New rules
- Office ergonomics that work

For information click on:

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For more information and registration please contact Lisa Mertz or Sue Isernhagen at sisernhagen@dsiworksolutions.com



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