

# IPCS: Reducing the Workforce Costs using Isokinetic Testing



We can show you more.®

RISK CONTROL



## CNA Allied Vendor Program

Doing business in today's competitive environment is a constant challenge, and labor costs are a major piece of the pie. To optimize the return on investment, a safe, efficient and productive workforce is needed. The United States workforce is increasingly at risk for injury and disease, and less able to keep up with the physical demands of the job.

## Driven by Data – Reducing Workforce Costs

CNA offers policyholders access to Industrial Physical Capability Services (IPCS™), a leader in assessing the physical capability of workers in North American industries. IPCS™ provides standardized and objective isokinetic physical capability testing for new hires and employees returning to work. IPCS™ will reduce overexertion injuries in a safe and legally defensible manner, simultaneously improving safety and performance, and significantly reducing workers' compensation costs. Your workforce will ultimately be safer, healthier and more productive.

## Preferred Pricing

CNA policyholders are offered a discounted interpretation fee for new hire and incumbent testing (PSRA™). The IPCS interpretation fee is \$72.50 for new hire and PSRA PCE's. IPCS will extend to all CNA's clients a 2% discount off the interpretation fee or charge CNA's clients \$71.05 for the interpretation fee.

## Why IPCS™?

Today's workforce is experiencing loss of muscle mass due to increased body weight, decreased physical activity and the aging process. The loss of muscle mass and strength create a true risk factor in businesses dependent upon a workforce doing physically demanding jobs.

IPCS™ uses a scientific proprietary mathematical model in order to evaluate job candidates and return to work employees. Isokinetic testing – based on range of motion, resistance, and speed – provides data that evaluates physical capabilities directly related to the physical demands of the job. The Physical

## + Facts

- As a result of a new hire IPCS PCE™ program, implemented January 2011, The Cleveland Clinic has realized over \$11,000,000 in savings over 5-years related to medical, pharmacy and workers' compensation claims – an ROI of \$14.40 saved for every dollar spent<sup>1</sup>.
- Further, an independent analysis of the IPCS technology by Gallagher Benefit Service Company showed a 38% reduction in medical claims and 52% reduction in musculo-skeletal claims for the Tideland Health System group in South Carolina<sup>2</sup>.

<sup>1</sup> Cleveland Clinic Synopsis, IPCS, 2016

<sup>2</sup> Tideland's Health data, Gallagher Benefit Service Group

Capability Evaluation (PCE™) compares a Job Task Analysis target score to the individual's:

- **Force Curve Analysis** – A graphic representation of muscle force capability throughout a full range of motion
- **Muscle Symmetry Analysis** – Shows how muscle groups work in balance with one another
- **Strength to Body Weight Analysis** – Predicts the maximal force that can be safely exerted during a particular function corresponding to body weight

**ACCORDING TO THE IPCS™  
DATABASE OF OVER 300,000  
NEW HIRE INDUSTRIAL  
WORKERS, OVER 70% OF  
WORKERS HAVE A MODERATE  
TO HIGH RISK FOR INJURY  
OR DISEASE.**

### New Hire Testing

Stop Hiring the Claim! Bad hiring decisions can be costly. When you select the wrong people for physically demanding jobs, you risk losing a substantial amount of money in lost time claims each year. (And that's not counting lost productivity and all the money you spend hiring and training replacements.) The solution is to make sure the men and women you hire are as fit and healthy as possible.

IPCS™ can help you with pre-employment physical testing. They provide standardized and objective physical capability evaluation (PCE™) for new hires. IPCS™ analyzes your new hires' muscle groups via isokinetic muscle testing to make certain they are able to meet the physical demands of their position.

### Return to Work Testing

When an injured employee is out on disability or workers' comp leave, you want them back on the job as quickly as possible. But bringing them back too soon could result in re-injury – causing the expensive, frustrating cycle to start over again.

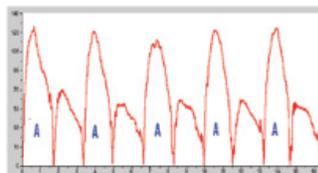
Many companies rely on Functional Capacity Evaluation (FCE) testing to determine readiness to return to work. The problem is, despite the widespread of acceptance, FCEs can't provide the details of muscle function. These tests often miss muscle weaknesses that can leave an employee vulnerable physically – and their employer vulnerable financially.

IPCS™ provides PCE™ testing which uses isokinetic technology to identify an injured worker's current physical capability and measure how it compares to the physical demands of his job.

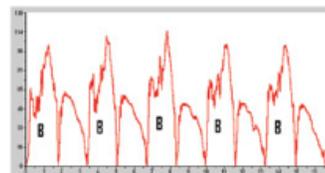
The main benefit of using PCE™ technology is to determine readiness-to-return to work in regard to knee and shoulder injuries. It provides the company, physician, and injured worker with objective data and information that helps everyone make the right decision.

Below is an example of one of IPCS™ readiness-to-return to work force curve evaluations on a delivery driver who had suffered an ACL tear and had it repaired surgically.

Normal Knee Curves



Abnormal Knee Curves



The employee passed the traditional FCE which failed to detect the weakened knee extensor muscles revealed in the graphic at right. After this exam, IPCS™ provided him with an aggressive sports medicine reconditioning program. Six weeks later, a second PCE™ test showed normal force curves, and the employee went back to work and has continued for years with no further injury.

### Physical Strength Risk Assessments (PSRA™)

PSRA™ is a unique benefit/wellness offering that can have an impact on an individual's health within your incumbent workforce, as well as on a company's bottom line. Quick to implement and easy to manage, the testing shows your employees how to increase strength, reducing obesity and boosting functionality. As a result, your company's injury and disease claims can be reduced significantly.

PSRA™ is a 20-25 minute isokinetic evaluation which assesses a person's overall strength by evaluating the knee and shoulder strength, and uses strength to body weight ratio to assess the worker's overall health. PSRA™ testing can be done on-site at your facility using the mobile testing unit.

PSRA™ can assist in identifying employees who have no idea that they are at risk for injury or disease, which most likely leads to the inability to perform their job safely, increased lost time, and decreased daily functionality and high medical claims costs.

To learn more about IPCS visit <http://www.ipcs-inc.com>, or contact Tom Gilliam (tgilliam@ipcs-inc.com) or Vicki Church (vchurch@ipcs-inc.com) or call 234-284-8301.

