



## Post-Offer Pre-Placement Functional Capacities Examinations

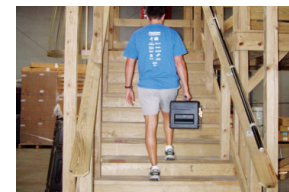
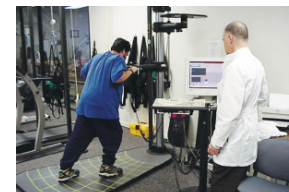
Richard W. Bunch, PhD, PT, CBES

Hiring a person who is unfit for a job, or a person with a pre-existing medical condition, can jeopardize the safety of that individual and result in a lost time accident for the employer. In order to off-set this problem, modified, “work-specific” forms of functional capacity evaluations called post-offer, pre-placement (POPP) examinations are being utilized by companies as a means of defensive hiring to ensure that a conditional new hire can perform the job safely.

**The key to conducting POPP examinations** is legal compliance with EEOC and ADA guidelines by creating tests that use content valid (i.e., simulate real world work conditions) tests for assessing whether or not a person can perform the minimum essential functions of the job safely. This is best achieved by validating job demands by a qualified ergonomic specialist. POPP examinations must have high inter-rater reliability and controlled test environments for consistency.

**If a test recipient fails a POPP examination**, the employer is obligated to determine if the individual falls into any protected classes related to disability (real or perceived), age (40 years and higher) and/or gender (females). Employers must conduct accommodation reviews on any test failures that fall into these protected classes to determine if reasonable accommodations can be offered.

**In summary, a properly designed post-offer, pre-placement examination** along with an accommodation review as needed, is an effective defensive hiring tool that offers improved safety for the new hire, reduced lost time accidents, and increased productivity.



### LOCATIONS:

#### HOUMA WEST

478 Corporate Dr.  
Houma, LA 70360  
985-872-5911

#### HOUMA EAST

814 Grand Caillou Rd. Ste 17  
Houma, LA 70363  
985-346-0383

#### NEW ORLEANS

1516 River Oaks Rd. West  
Harahan, LA 70123  
504-733-2111

## ABOUT OUR EVALUATORS:

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***Richard W. Bunch PhD, PT, CBES***  
***Founder and CEO, of ISR Institute , Partner of ISR***  
***Physical Therapy of Houma & Harahan***

Dr. Bunch is founder and CEO of ISR Institute. He is a nationally renowned professional speaker, author and consultant on the topics of wellness, ergonomics, injury prevention and injury management.



***Trevor D. Bardarson PT, OCS, CSCS***  
***Clinic Director, Houma, Partner of ISR Physical Therapy***  
***of Houma & Harahan***

Trevor is a Board Certified Orthopedic Specialist and Certified Behavioral Based Ergonomic Specialist. He is also Certified in Mechanical Diagnosis and Therapy of the Spine by the McKenzie Institute USA, is a Certified Strength and Conditioning Specialist, and is currently the Training Director for the Worksaver FCE Protocol. Mr. Bardarson is also the Vice President of

Clinical Operations for Industrial Safety and Rehabilitation Institute and Clinic Director/Partner of ISR Physical Therapy of Houma, LLC.



***Marc Cavallino, MPT, OCS***  
***Clinic Director & Partner of ISR Physical Therapy***  
***Harahan***

Marc Cavallino is the clinical director and part owner of our New Orleans facility. Marc graduated with a Bachelor's degree in Exercise Physiology from Louisiana State University in 1996. He then went on to complete his Master of Physical Therapy at Emory University in 2001.

Marc was awarded his certification as an Orthopedic Certified Specialist (OCS) by the American Physical Therapy Specialist Board and is credential (MDT) in the mechanical diagnosis and treatment of the spine through the world-renowned McKenzie Institute. He has experience in treating patients with a variety of orthopedic conditions and is experienced in FCEs, work conditioning, sports injuries as well as back and neck injuries