



Lift Testing: What Employers Need to Know



Workwell Occupational Medicine, LLC
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OVERVIEW: The purpose of this testing is to alert an employer that an employee candidate may have limitations or previous injuries that would hinder their ability to perform essential job functions. These tests are a catch-all and can help employers during the hiring process by identifying healthy joint function and good physical coordination, as well as help employees understand proper, safe lifting techniques and postures while performing job functions. This testing focuses on the actual physical demands of the job for which the candidate is applying and the ability of the candidate to meet those demands. This is an exclusive product of Workwell Occupational Medicine, LLC and is created and administered by certified physical therapy practitioners.

SET-UP: To create a custom, ADA-compliant lift test, we need a detailed job description for each test that outlines the physical demands and essential job functions. If we cannot interpret the specific physical demands from the job description, we may request the employer provide a description with more detail. Workwell has an on-site ergonomic service that can be used to collect the necessary data to create the customized test template. Once we have the data we need, the test will be ready for employer review within 5-7 business days.

INDEMNIFICATION: We require a signed indemnification and waiver from the employer before we can conduct a lift test with an employee. The notice of indemnification allocates both responsibility and liability to the employer that the information provided for the test design is true and it verifies the accuracy of the proposed lift test.

EQUIPMENT: In some cases, we may require the employer to provide the clinic with equipment used in the essential job functions if we cannot duplicate the actions with equipment available in our physical therapy gym.

RUN THROUGH/DEMO: We invite the employer to run through the lift before we administer it to employees to confirm the components of the test match the job and adhere to ADA requirements.

SCHEDULING LIFTS: On most occasions we can schedule lifts within 5 business days in our clinics. Call a clinic directly to schedule a lift.

COST/FEES: Setting up a lift test requires an initial investment by the employer. Our on-site ergonomic service is billed by the hour, and there is a \$50 setup charge for each lift to be customized by our physical therapy lead. Lift test complexity ranges from Level 1 to Level 5, which is determined by the amount of time it will take our physical therapist to execute the test. Each test will be billed accordingly.

Level 1	15 min	\$70
Level 2	30 min	\$100
Level 3	45 min	\$130
Level 4	60 min	\$160
Level 5	75 min	\$190

