



DSI Work Solutions
Concepts that work. Solutions that last.



Work Solutions Insight

Your work injury management newsletter September 2009

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REDUCING WORK DISABILITY: AN EMPLOYER'S VIEW

By Bruce Sherman MD, FCCP, FACOEM
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Rising healthcare costs – whether for work-related or personal health concerns – are consuming a progressively greater share of employer revenues. With these costs increasing at levels that are multiples of the general inflation rate, employers must be prepared with tools and strategies to more effectively manage this budget item.

Lost productivity – both absenteeism and presenteeism – are becoming an increasing focus of employer efforts to more effectively manage workforce health. With these costs known to equal, if not exceed the associated medical costs of illness and injury, employers now have a clear financial imperative to introduce strategies to keep employees healthy and at work.

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WEBINARS CREATE OPPORTUNITES

The webinars sponsored by DSI have had high interest and feedback. The positive comments are on both the content and the ease of participation (no travel required)

The webinars in this first series are:

1. Ergonomics 1: October 22, 2009, Scott Ege PT (the first in a series of two)
2. The Aging Worker: maintaining safety and productivity: November 5, 2009, Sue Isernhagen PT
3. Ergonomics I1 November 19, 2009, Scott Ege PT (the second of the series)

2 LEGAL UPDATES: ADA and provider liability. ADA update regarding importance of job analysis/descriptions:

From *Disability Compliance Bulletin*, LRP Publications, August 13, 2009=

During a recent EEOC meeting on age discrimination, Purdue University professor, Michael Campion, pointed out common misconceptions about older workers and indicated that all workers should be evaluated only regarding their ability to do the work. "Employers should focus attention on the individual, job-related characteristics of employees."

"Employment decisions should always begin with an analysis of the work to be done, and the knowledge, skills, and other human attributes required to perform that work"

EEOC attorneys, Kuczynski and Dianna Johnston emphasized evaluating "the needs and reasonable accommodations requests of the individual."

This focus on empowering the greatest workability of workers is the focus of the DSI Job Function Matching process. Objective job information with worker testing on those exact jobs gives the opportunity for specific accommodations to be recommended and provides the basis for continued work.

[Read more](#)

DSI PROVIDER UPDATE

The DSI provider update is a new feature of the newsletter. It details new providers and links to all current DSI providers. It is for the use of employers, case managers, insurers, physicians, therapists, all medical personnel and referrers to use to identify experts within their geographic area.

Upcoming DSI training 2009:

October: Minnesota training welcomes new providers,

4. The Onsite injury management and prevention team: December 10, 2009, team members: Ginnie Halling PT, Nancy Bellendorf OTR, and Sarah Budde COHN, CSE
5. Functional Capacity Assessments: the difficult clients: January 28, 2010, Susan Isernhagen PT and Libby McCoy OTR
6. Developing Early Intervention Programs in industry: February 25, 2010, Nancy Bellendorf OTR, Curt DeWeese PT
7. Americans with Disabilities Amendment Act: New rules, March 4, 2010, Susan Isernhagen
8. Office Ergonomics that work: March 25, 2010, Curt DeWeese PT and Scott Ege PT

Excel Physical Therapy of Buffalo MN and Performance Physical Therapy of Bellingham Washington. Current providers, McDonald Physical Therapy and IVCH Center for Physical Rehabilitation and Aquatics of Peru IL will also have new therapists joining. DSI training is full.

October: Colorado training welcomes Columbine Health System in Ft Collins CO. Joining them will be a new therapist from Brookside Physical Therapy in Denver fsdCO. DSI training is full.

Trainings in MN, IL, and eastern states to be scheduled in Nov-Dec. There are openings. Contact Sue Isernhagen at sisernhagen@dsiworksolutions.com for more information.

For information click on:

[Brochure](#)

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

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