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Press Release

Testing Services Limited demonstrates Physical Capacity Profile

City uses PCP Testing System to match employees to jobs, reduce liability

ARKANSAS CITY, Kan. (August 20, 2015) — Five City of Arkansas City representatives on Tuesday attended a presentation and demonstration on the Physical Capacity Profile (PCP) Testing System.

The PCP Testing System is used by the City to evaluate job applicants and determine the best fit for open positions, as well as to reduce future workers compensation claims.

The demonstration was held at Testing Services Limited, 1423 S. Summit St., which provides all of the City's pre-employment screening services, including drug and alcohol testing. Those in attendance were City Manager Nick Hernandez, Finance Director Kathy Cornwell, Public Information Officer Andrew Lawson, Human Resources Manager Marla McFarland and Administrative Assistant Katie McCubbin.

The PCP consists of a comprehensive medical review; measurements of upper and lower extremity strength, active lumbar range of motion, lower extremity mobility, and maximum lifting capacity; analysis of safe lifting technique; and evaluations of trunk strength, fitness and spirometry.

The Physical Capacity Profile Testing System helps employers by:

- reducing injuries by ensuring employees have the physical strength to perform their job responsibilities safely. "The PCP testing process has helped us determine, post job offer, if a candidate for employment can meet the physical demands of the job," McFarland said.
- reducing workers compensation exposure by documenting impairments that an employee brings with them to the workplace, per the American Medical Association (AMA) Guides.
- providing pre-injury baseline measurements on an employee, allowing treating professionals to expedite the rehabilitation process. "The PCP test is also a tool used to measure the physical capacity of an individual at a particular point in time," McFarland said. "Should that individual be injured, we have a baseline goal for their recovery."

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McFarland said the impact of PCP on the City's workers compensation premiums has been huge.

"In 2005, our workers compensation experience modifier was 1.74. This means the City paid .74 additional premiums due to poor history and therefore risk to the insurance provider," she said.

"Some of that history could be traced back to the practice of hiring individuals who were injured because they were placed in positions in which they could not meet the physical demands of the job without injury.

"PCP, in conjunction with many additional measures, has reduced our 2015 workers compensation modifier to .87, meaning we are paying a reduced premium due to our improved history. This reduction has saved just under \$1.2 million in workers compensation premiums over the last 10 years."

The PCP Testing System also has had a large impact on how McFarland writes job descriptions.

"Our jobs have been measured and assigned a level according to Strength Factor categories found in the Department of Labor's Dictionary of Occupational Titles," she said. "These levels directly correlate with the PCP test measures and are noted on each job description."

The levels, in order from Level 1 to Level 5, are Sedentary Work, Light Work, Medium Work, Heavy Work and Very Heavy Work.

Sedentary work is office work, generally performed at a desk with a computer, while police, firefighting and many public works jobs are classified as Medium or Heavy Work.

The providers of the PCP Testing System estimate that for every \$1 spent on testing, employers receive between \$6 and \$8 in direct medical cost savings, as well as a 10- to 30-percent decrease in workers compensation premiums and a 30-percent decrease in workers compensation injury rates.

Participants also have noticed an increase in worker morale and productivity because employees are being matched better to job tasks they are capable of performing.

Rapid delivery of the test results allows for quicker placement of newly hired employees.

Electronically captured data, and third-party analysis and reporting, eliminate any concerns of human error or report manipulation.

Individuals must have certified credentials in a field such as medicine, nursing, physical training or physical therapy in order to administer the PCP test.

Owner Linda Boswell administers the test for Testing Services Limited. She can be contacted at (620) 441-9333 or info@testingservicesltd.com.