



Hackensack  
Meridian *Health*  
Occupational Health



# Post-Offer Pre-Employment Testing (POPE)

Know that your new employee's capabilities meet the demands of the job.

## POPE Testing to Ensure Success and Reduce Cost

You and your team have interviewed an outstanding candidate, you feel great about them and believe they are a perfect fit for the position, but how do you know if the applicant can safely perform the essential functions of the job?

The Post-Offer employment physical is designed to provide that information and our program and services are built around identifying critical success factors that often arise after a candidate is hired and on the job. These factors include:

- Job descriptions often don't contain the detail about physical and postural demands of the job (lifting, pushing, pulling, extended periods on their feet).
- Typical post-offer physical examinations do not assess the applicant's ability to perform these physical and postural tasks and demands.
- When employees are hired and found to be incapable of meeting the demands of the job, they are at increased risk of injury, and companies typically incur significant costs related to lost productivity, rehiring, and retraining.

When an employee is injured performing tasks that are beyond their ability, employers face lost work time, decreased productivity, increased medical costs, missed deadlines, and negative impact to clients, customers, and co-workers.

These issues can be eliminated or significantly reduced by instituting Meridian Occupational Health's Post-Offer Pre-Employment testing.



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## How Meridian Occupational Health Post-Offer

### Pre-Employment (POPE) testing can ensure success of new hires

- We conduct a job specific, validated evaluation following an offer of employment.
- We employ an objective, reliable metrics tool to identify an applicant's physical capabilities.
- We provide comparative measures of the prospective candidate's physical abilities compared to those essential to the job.
- We establish a methodology to identify any gaps between the individual's functional capabilities and physical requirements of the position.

### What are the benefits of POPE testing to my company?

- Reduced turnover by matching employee capabilities with job demands.
- Lowered incidence of job-related injuries and Worker's Compensation claims.
- Increased productivity by keeping trained and successful workers on the job.
- Cost savings by minimizing time lost to injuries, costs of rehiring and training new employees.
- Improved employee morale by maintaining continuity of staffing.
- Builds enduring business relationships with clients and customers by being able to consistently meet deadlines, expectations, and maintain competitive pricing for services.

### How does POPE testing work?

Meridian Occupational Health develops customized solutions and protocols specific to your company and staffing needs.

Our program and services include:

- Conducting on-site analysis of the physical demands of the job with ergonomic evaluation of the specific job activities broken down into individual tasks.
- Working with you to develop validated job descriptions that identify physical and postural demands.
- Creating a POPE testing protocol specific to your work environment and job.
- Performing POPE testing on your job candidates(s) by our specially trained therapist.
- Providing detailed written POPE assessment report.



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## Evidence shows that POPE testing leads to safer and more productive workplaces

Studies in the literature indicate that POPE testing can reduce injuries and save money.

- A 2011 article published results from a six year study indicating a 37% decrease in medical costs for shoulder injuries after implementing a post offer testing program. The article also found that for every dollar spent on post offer testing there was a \$14 savings in medical costs. (WORK, a Journal of Prevention, Assessment and Rehabilitation, 2011, 39 (2), 113-123).
- A comprehensive 2005 study indicated that employees who demonstrated adequate strength to perform job tasks at the time of hire experienced a 3% rate of lower back injuries while those employees who did not demonstrate adequate strength experienced a 33% rate of lower back injuries.
  - Harbin, G. and Olson, J. (2005), Post-offer, pre-placement testing in industry. *Am. J. Ind. Med.*, 47: 296–307. doi: 10.1002/ajim.20150
- A 2008 study demonstrated a significant decrease in injuries for hospital nursing staff: 5 injuries for those who were tested vs. 54 injuries for those who were not tested.
  - Faris, J. Lowering nursing injuries using post offer pre-employment testing. *Work*. 2008; 31(1):39-45.

## POPE testing delivers for Alert Ambulance in Lakewood, NJ

*Alert Ambulance Service* instituted the Meridian Occupational Health POPE evaluations three years ago and has realized a 16.1% reduction in the average number of injuries when comparing injury data for the three year period prior to instituting POPE testing to the three year period after instituting POPE testing (reference available upon request)

According to Rob Davis, President of Alert Ambulance:

“Alert Ambulance Service has worked hand-in-hand with Meridian Occupational Health for over 10 years in creating a comprehensive worker’s compensation and return to work process for our employees. In 2013 Meridian Occupational Health helped to develop Alert’s Post-Offer Physical Evaluation (POPE) which includes a physical exam and an evaluation by a physical therapist to help evaluate a prospective applicant’s ability to perform the essential job duties of each position within the company. Meridian Occupational Health was integral in the creation of physical demand criteria for each of the jobs within the organization and has worked closely with Alert to ensure that criteria established in 2013 remains valid as duties change over time.”



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## About Meridian Occupational Health

Meridian Occupational Health works closely with area employers, both large and small, to enable them to create the safest possible work environment for their employees. When inevitable on-the-job injuries and illnesses occur, we specialize in providing focused medical care for employees' work-related health issues.

### Our services include:

- Work-Related Injury Treatment • DOT Physical Exams
- Work-Related Illness Treatment • Drug Screening
- OSHA Compliance Services • Executive Physicals
- Ergonomic Evaluations • Vaccinations
- Tuberculosis Screening • Breath Alcohol Testing
- Physical Therapy • X-ray
- Respiratory Protection Screening • Medical Surveillance
- Case Management • Diagnostic Screening
- Point of Service Medication • Health Fairs
- Pre-Placement/Post-Offer Physical Exams

At Meridian Occupational Health, we are proud of our successful case management rate of 90 percent of all injured employees returning to work within seven days of their injury. All six convenient locations in Monmouth and Ocean counties offer on-site physical therapy and X-ray, and are fully equipped to meet your needs.

### Our six convenient locations

#### **Eatontown – 732-263-7950**

2-12 Corbett Way, Suite 101

#### **Holmdel – 732-450-2930**

100 Commons Way, Suite 160

#### **Lakewood – 732-942-9550**

150 Airport Road, Suite 100

#### **Manalapan – 732-450-2745**

195 Route 9 South, Suite 213

#### **Neptune – 732-776-4251**

100 Commons Way, Suite 160

#### **Toms River – 732-557-0700**

1430 Hooper Avenue, Suite 200B