



# ESSENTIAL FUNCTION JOB ANALYSIS

## DRIVING RECOVERY IN WORKERS' COMPENSATION, ONE CLAIMANT AT A TIME<sup>SM</sup>

For nearly every stakeholder in the workers' compensation industry – from claims administrators to employers, physicians to injured workers – recovery and cost containment are the primary drivers. Our client portfolio in the Workers' Compensation Industry is both broad and deep, consistently demonstrating the ability of our Return to Work Solutions to transform the economics of restoring worker health, driving return to work results, thereby containing costs in the claim system.



### ISSUES

#### Inadequate Job Documentation

The lack of documented job requirements prevents doctors from accurately issuing a return-to-work prescription, delaying return-to-work and increasing costs.

#### Incompatible Restrictions

Without a good understanding of job demands, medical restrictions can be vague and open to broad interpretation. This can compromise a safe return-to-work and delay the employee's return to full productivity.

#### Disability/ADA Risk

Without a legally defensible description of physical demands and the essential functions of each job, compliance risk increases exponentially.

### SOLUTIONS

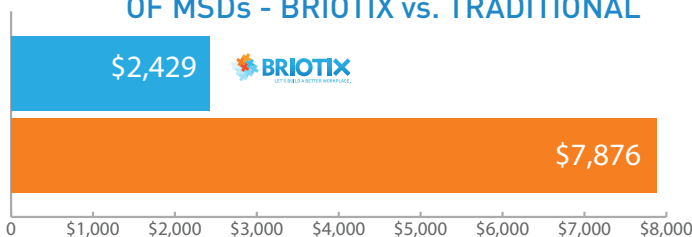
Our **Essential Function Job Analysis** provides clear and concise essential functions and physical demands for the job. Available video documentation provides a 360° perspective, matching the employee's best interests with the prescribed medical restrictions.

With a thorough and detailed understanding of the job, physicians can match their return-to-work medical restrictions to the specific job requirements. This avoids overly broad blanket restrictions and optimizes the return-to-work process and timing.

Briotix' ADA compliant job analyses help control risk by ensuring accommodation discussions are centered on accurate essential function and physical demands.

### IMPACT

#### 69% REDUCTION IN AVERAGE COST OF MSDs - BRIOTIX vs. TRADITIONAL



#### EARLY-SYMPTOM INTERVENTION

# 92% ↓



**MORE THAN 92% OF SYMPTOMS DO NOT ESCALATE TO A CLAIM**

# OUR SERVICE SPECTRUM

## Health Restoration

Solutions for accelerating Return-to-Work and maximizing Stay-at-Work to reduce costs and maximize individual productivity.

## Health Protection

Identify health risks, reduce symptom escalation and prevent discomfort and pain - reduce costs, enhance compliance and improve ROI.



## Performance Maximization

Services to connect EH&S key performance indicators to the overall business mission - improve engagement and maximize productivity of your entire team.

## TRANS4M!

Services to change the way you deliver service, automate program administration and drive long-term behavioral change to deliver measurable productivity gains and sustainable improvement in ROI.



Job Analyses by Briotix provide us with a forensic-quality assessment that is the most comprehensive and cost effective we have found on the market. It has been excellent protection from ADA-related claims while expediting our Return to Work for workers compensation claims.

*Return-to-Work  
Coordinator*

*Large Public Agency*



Serving clients in 45 states and 50 countries around the world

# CONTACT INFORMATION

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