



# CAPACITY PROFILING & TESTING

Reduce your risk profile. Increase productivity.  
Match employee capacity to workplace demands.  
Lower insurance premiums.

“

We have had great success with the Pre-Employment Functional Screening process over the past 4 years. PACE have helped us shape an improved recruiting process. Furthermore PACE have assisted in reducing our injury management costs through various injury management and work conditioning programs. Our most recent insurance premium dropped 43%.

”

Senior H&S Officer  
Municipal Council



PACE Health Management  
HEAD OFFICE 24 Yuille St, Frankston 3199  
PHONE **(03) 9770 6770**  
FAX (03) 9770 6776  
EMAIL [info@pacehm.com.au](mailto:info@pacehm.com.au)  
WEB [pacehm.com.au](http://pacehm.com.au)



CONNECT WITH US ON FACEBOOK & TWITTER  
[PACEHM.COM.AU](http://PACEHM.COM.AU) TO ENHANCE YOUR  
HEALTHY LIFESTYLE



“  
”

PACE have allowed us to focus proactively on staff wellbeing, injury prevention and risk management in a holistic and integrated manner.

**National OHS&E Advisor  
Lite 'n Easy**



## Pre-Employment Functional Screen

We measure the specific, physiological capacity of applicants in relation to the physiological demands of the position being applied for.

For example - if an applicant is required to dig we ask them to dig and analyse their ability to dig at a specified rate with a safe heart rate, manual handling technique and without pain.

Many pre employment screenings are simply fitness tests and do not specifically measure and assess the demands of the position. This leads to poor reliability and validity of results.

As a result excellent job applicants may fail these screenings when in fact they are physically capable of meeting the specific demands of the position. What a waste of resources and opportunity to recruit the best possible candidate!

All our capacity testing meet the NIOSH recommendations:

- Safe
- Reliable
- Valid
- Practical
- Useful

## Functional Capacity Evaluation

PACE uses Workhab International Protocols and software to complete all Functional Capacity Evaluations. Workhab International has been a recognised industry leader in this field for the past 10 years.

A Functional Capacity Evaluation (FCE) provides a capacity profile of an individual's functional capabilities and limitations. It is utilised by referring agents to determine correlate current measured capacity with the demands of suitable alternate vocational options, a return to their current or previous option or as a measure of rehabilitation progression.

By providing a comprehensive range of activities to test, an FCE is able to provide a full profile of the client's abilities. These include work fitness, agility, body awareness, effect of pain, loads, upper and lower body abilities, perception of effort, heart rate, movement techniques, and the interaction of these parameters across a broad range of activities.

WorkHab's FCE System has been validated in peer reviews, has been independently tested and shown to be significantly reliable.

## Specific Function Testing

Our Specific Function Test (SFT) uses the Workhab protocols to measure and analyse the applicants capacity to meet specific demands of a role as well as incorporating specific tests and in depth discussion to assess and analyse the functional or injury status of the worker.

The SFT provides measurement and more in depth analysis of the capacity and injury status of a worker.

“  
”

Published research demonstrates that job specific FCEs can assess a worker's ability to meet critical demands of jobs.

(Cheng and Cheng, 2010, 2011; Frings Dresen & Sluiter, 2003, Lee et al 2001)