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**Attributes of Excellence**

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**What does this mean for you?**

**Employers**
- You can be confident of adherence to the practice of “Do No Harm”
- You can depend upon objective, reliable, consistent and auditable results
- You can be assured that you meet anti-discrimination legislative requirements
- You can expect that assessments are conducted in a timely manner for a reasonable cost
- You will be provided with objective reports that provide useful information regarding a candidate’s performance and injury risk

**Workers**
- Your safety is the Number One Priority at all times
- You will do the same test as every other candidate so there are no shortcuts, favouritism or discrimination
- You will only be invited to do tasks related to your job and areas of personal risk will be identified
- The value of your time, schedule and location are recognised
- You will be provided with feedback on your performance and recommendations to reduce your personal injury risk

**Safety**
Clearly defined procedures and protocols ensure safety

**Reliability**
Consistent standardised procedures ensure the test is done the same way every time

**Validity**
Job specific assessments that are predictive of risk

**Practicality**
Easy to use. Easy to understand

**Utility**
Meaningful, useful results that relate to job performance
SAFE
- The JobFit System® Pre-Employment Functional Assessment (PEFA™) has clearly defined safety protocols

RELIABLE
- The JobFit System® PEFA™ has undergone scientific testing and demonstrated Good to Excellent Reliability (Legge & Burgess-Limerick, 2007, Work)
- Quality assurance and performance statistics are monitored

VALID
- The High Validity of the JobFit System® PEFA™ has demonstrated that when there is a mismatch between worker capabilities and job demands there is an increased risk of injury from manual handling between two and five times (Legge & Burgess-Limerick, 2007, ACARP Project C14045)

PRACTICAL
- PEFA™s take about an hour and can be done by any of our 200 strong health professionals network in Australia and overseas
- Choose from our end-to-end personalised service including scheduling, QA and reporting direct into your JobFit System® database, or the do-it-yourself PEFA On Demand™ with instant reporting

USEFUL
- Reports clearly and objectively define injury risk and risk reduction strategies
- Candidates are provided with one-on-one feedback on their demonstrated safe working capacities

JobFit System® PEFA™ results can now be entered online for automatic quality checks and instant reporting. PEFA On Demand™ Worker Reports Include:

- Summary of the worker’s demonstrated Functional Abilities
- ‘JobFit’ of their abilities against the provided Job Demands
- Objective Score as a result of the ‘JobFit’ comparison
- Recommendations for programs to improve worker capacity and reduce risk

Fast - Objective - Valid
www.pefaondemand.com