

# **IMPORTANT INFORMATION:** About Pre-Employment Functional Assessments

## ***Attributes of Excellence***

The National Institute of Occupational Safety and Health advises that when choosing work-related assessments, users should consider the five Attributes of Excellence for Work-Related Assessments: Safety, Reliability, Validity, Practicality and Utility.

## ***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

### ***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

### ***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



***Fitting workers to jobs and jobs to workers***

### ✓ **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



**PEFA™**   
on demand™

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](http://www.pefaondemand.com)