

# Trends in Workers' Compensation Rehabilitation: Integrating Functional Testing into Acute PT/OT- Part 2

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VP of Industrial Rehabilitation, Accelerated Rehabilitation Centers

**Jim Meacham, MS, OTR/L, CPE, OccuPro**



# Examples of Functional Testing

## Electrician with Shoulder Impingement

### 1<sup>st</sup> Re-evaluation

- Forward Reaching
- Jamar Hand Grip
- Pinch
- 2 Hand occasional lift to waist
- 2 Hand carry

### 2<sup>nd</sup> Re-evaluation

- Overhead Reach
- 2 Hand occ. lift to shoulder
- 1 Hand lift to waist
- 2 Hand push/pull
- Ladder Climb

### 3<sup>rd</sup> Re-evaluation

- 2 Hand lift to overhead
- Crawling



# Bricklayer with (R) Meniscectomy

## 1<sup>st</sup> Re-evaluation

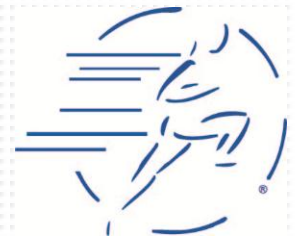
- Walking
- Squatting
- Static Balance
- 2 hand occasional lift waist to shoulder
- 2 hand occasional lift shoulder to overhead

## 2<sup>nd</sup> Re-evaluation

- Dynamic Balance
- 2 hand occasional lift to waist
- 2 hand carry
- 1 hand occasional lift to waist

## 3<sup>rd</sup> Re-evaluation

- Sustained Squat
- Sustained Kneeling
- Crawling
- Ladder Climb



# Case Studies

## Illustrations and Interpretation of FPN's

- Jim Mecham





## Accelerated Rehabilitation Centers - Kenosha North

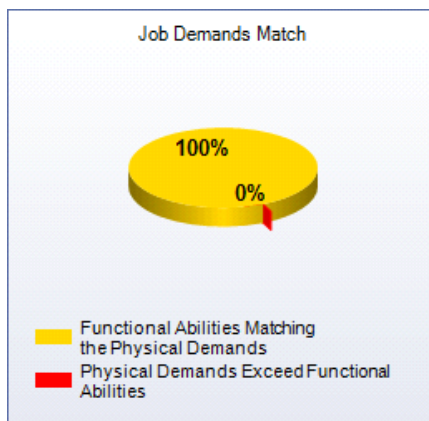


3601-30th Avenue  
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# Work Conditioning Functional Discharge Summary

<b>Client:</b>	Jane Q Tees	<b>Employer:</b>	ABC, Inc.
<b>Gender:</b>	Female	<b>Occupation:</b>	Truck Driver
<b>Date of Birth:</b>	10/22/1970	<b>Job Title:</b>	Truck Driver
<b>Evaluation Date:</b>	12/1/2011	<b>Date of Injury:</b>	9/5/2005
<b>Diagnosis:</b>	S/P Left radial/Ulnar Fracture	<b>Surgery Date(s):</b>	9/6/2005
<b>Referring Dr.:</b>	Joseph Smith, D.O.	<b>Evaluator:</b>	John Sample, MS, OTR/L

## Results



### Material Handling Abilities

- Bilateral Lifting: 75 pounds
- Bilateral Carrying: 75 pounds
- Bilateral Shoulder Lifting: 50 pounds
- Pushing: 40 horizontal force pounds
- Pulling: 40 horizontal force pounds

### Functional Abilities to Job Demands Match

This job specific return to work evaluation was performed and this client demonstrated the ability to perform 100.0% of the physical demands of their job as a Truck Driver.

### Client/Occupation Physical Demand Level

Client demonstrated the ability to perform within the HEAVY physical demand level based on the definitions developed by the US Department of Labor and outlined in the Dictionary of Occupational Titles. It should be noted that this client's job as a Truck Driver is classified within the HEAVY physical demand level.

## Summary

### Summary / Impression

Client has progressed well and has achieved all functional return to work goals during work conditioning.

## Job Demands Match Table

	Client Abilities from 10/31/2011 Assessment	Client Abilities in this Re-Evaluation	Physical Demands Gathered From	Job Demand Match?
<b>Material Handling</b>				
Occasional Squat Lift	40 Pounds	75 Pounds	75 Pounds	Yes
Occasional Power Lift	40 Pounds	75 Pounds	75 Pounds	Yes
Occasional Shoulder Lift	20 Pounds	50 Pounds	50 Pounds	Yes
Occasional Overhead Lift	10 Pounds	10 Pounds	10 Pounds	Yes
Occasional Unilateral Lift	8 Pounds	25 Pounds	25 Pounds	Yes
Occasional Bilateral Carry	35 Pounds	75 Pounds	75 Pounds	Yes
Occasional Unilateral Carry	10 Pounds	25 Pounds	25 Pounds	Yes
Occasional Pushing	30 HFP	40 HFP	40 HFP	Yes
Occasional Pulling	25 HFP	40 HFP	40 HFP	Yes
<b>Non-Material Handling</b>				
Bending	Frequent	Frequent	Frequent	Yes
Squatting	Frequent	Frequent	Frequent	Yes
Sustained Squatting	Not Tested	Occasional	Occasional	Yes
Sustained Kneeling	Occasional	Occasional	Occasional	Yes
Repetitive Kneeling	Frequent	Occasional	Occasional	Yes
Crawling	Avoid	Occasional	Occasional	Yes
Walking	Frequent	Frequent	Frequent	Yes
Forward Reaching	Continuous	Continuous	Continuous	Yes
Above Shoulder Reaching	Frequent	Frequent	Frequent	Yes
<b>Sit-Stand</b>				
Total Sitting	7.15 hour(s)	8 hour(s)	7.15 hour(s)	Yes
At One Time Sitting	2 hour(s)	2 hour(s)	2 hour(s)	Yes
Total Standing	6.45 hour(s)	7 hour(s)	6.45 hour(s)	Yes
At One Time Standing	1 hour(s)	1 hour(s)	1 hour(s)	Yes
<b>Upper Extremity</b>				
Fine Coordination	Frequent	Occasional	Occasional	Yes
Simple Grasping	Continuous	Continuous	Continuous	Yes
Firm Grasping	Frequent	Frequent	Frequent	Yes
Pinching	Occasional	Occasional	Occasional	Yes
<b>Climbing</b>				
Stair Climbing	Continuous	Frequent	Frequent	Yes
Static Balance	Frequent	Frequent	Frequent	Yes
Dynamic Balance	Frequent	Frequent	Frequent	Yes
<b>Job Specific Testing</b>				
Two handed carry with stair climb	Avoid	Frequent	Frequent	Yes

Joseph Smith, D.O. and ABC, Inc., thank you for the opportunity to work with your client. If I can be of assistance in interpreting the aforementioned data regarding this Work Conditioning Functional Discharge Summary, please feel free to contact me at:

**Accelerated Rehabilitation Centers - Kenosha North**

3601-30th Avenue  
Kenosha, WI 53144  
(262) 657-7071  
FCE@occupro.net

Sincerely,



**John Q Sample, MS, OTR/L**



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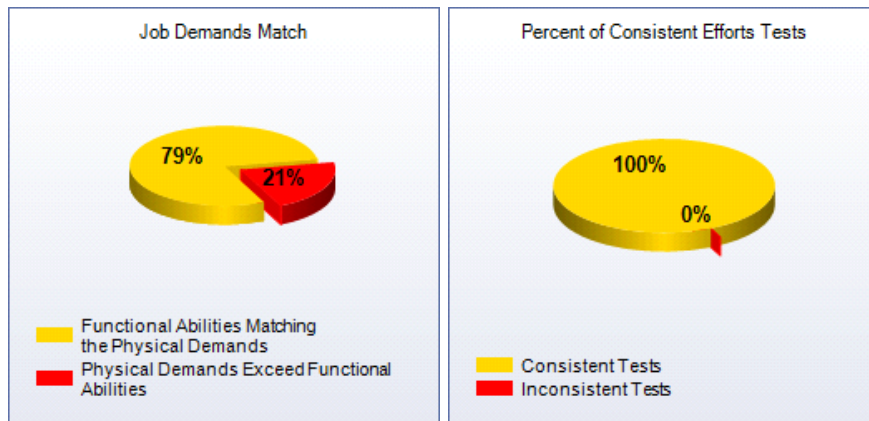


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# Work Hardening/Conditioning Evaluation

<b>Client:</b>	Jack Q Tees	<b>Employer:</b>	ABC, Inc.
<b>Gender:</b>	Female	<b>Occupation:</b>	Truck Driver
<b>Date of Birth:</b>	10/22/1970	<b>Job Title:</b>	Truck Driver
<b>Evaluation Date:</b>	10/31/2011	<b>Date of Injury:</b>	9/5/2005
<b>Diagnosis:</b>	Left Distal Radial/Ulna Fracture	<b>Surgery Date(s):</b>	9/6/2005
<b>Referring Dr.:</b>	Joseph Smith, D.O.	<b>Evaluator:</b>	John Sample, MS, OTR/L

## Results



### Material Handling Abilities

- Bilateral Lifting: 40 pounds
- Bilateral Carrying: 35 pounds
- Bilateral Shoulder Lifting: 20 pounds
- Pushing: 30 horizontal force pounds
- Pulling: 25 horizontal force pounds

### Functional Abilities to Job Demands Match

This job specific work hardening - work conditioning evaluation was performed and this client demonstrated the ability to perform 79.0% of the physical demands of their job as a Truck Driver. The return to work test items this client was unable to achieve successfully during this evaluation include: Occasional Squat Lifting, Occasional Shoulder Lifting, Occasional Power Lifting, Occasional Overhead Lifting, Occasional Unilateral Lifting, Occasional Bilateral Carrying, Occasional Unilateral Carrying, Occasional Pulling, Occasional Pushing, Crawling, Client can tolerate gross motor coordination.

### Client/Occupation Physical Demand Level

Client demonstrated the ability to perform within the MEDIUM physical demand level based on the definitions developed by the US Department of Labor and outlined in the Dictionary of Occupational Titles. It should be noted that this client's job as a Truck Driver is classified within the HEAVY physical demand level.

### Consistency of Effort

During objective functional testing this client demonstrated a consistency of effort of 100.0% which would suggest the client put forth full and consistent effort during this evaluation.

## Recommendations

## Goals

### Goal 1

Client will demonstrate the ability to bilaterally lift 75 pounds from floor to waist level on an occasional basis for return to work at full duty within 6 weeks.

### Goal 2

Client will demonstrate the ability to bilaterally carry 75 pounds for 100 feet on an occasional basis for return to work at full duty within 6 weeks.

### Goal 3

Client will demonstrate the ability to push and pull 40 horizontal force pounds for 50 feet on an occasional basis for return to work at full duty within 6 weeks.

### Goal 4

Client to demonstrate the ability to perform crawling with equal weight distribution to his bilateral upper extremities on an occasional basis for 1 minute duration for an occasional basis within 3 weeks.

## Summary

### Limiting Factors Noted During Testing

During this evaluation the client was unable to achieve 100% of the physical demands of their job/occupation and the limiting factors noted during these objective functional tests include: Compensatory Techniques, Increased Pain, Limited Range of Motion, Substitution Patterns.

### Assessment Purpose / Reason for Referral

The purpose of this work hardening evaluation is to determine this clients base line functional levels to establish an appropriate functional conditioning treatment plan and goals related specifically to full duty return to work. This objective functional test was performed in 4 hour(s) and 15 minutes.

## Job Demands Match Table

	Client Abilities in this Evaluation	Physical Demands Gathered From Client	Job Demand Match?
<b>Material Handling</b>			
Occasional Squat Lift	40 Pounds	75 Pounds	No
Occasional Power Lift	40 Pounds	75 Pounds	No
Occasional Shoulder Lift	20 Pounds	50 Pounds	No
Occasional Overhead Lift	10 Pounds	50 Pounds	No
Occasional Unilateral Lift	8 Pounds	25 Pounds	No
Occasional Bilateral Carry	35 Pounds	75 Pounds	No
Occasional Unilateral Carry	10 Pounds	25 Pounds	No
Occasional Pushing	30 HFP	40 HFP	No
Occasional Pulling	25 HFP	40 HFP	No
<b>Non-Material Handling</b>			
Bending	Frequent	Frequent	Yes
Squatting	Frequent	Frequent	Yes
Sustained Kneeling	Occasional	Occasional	Yes
Repetitive Kneeling	Frequent	Occasional	Yes
Crawling	Avoid	Occasional	No
Walking	Frequent	Frequent	Yes
Forward Reaching	Continuous	Continuous	Yes
Above Shoulder Reaching	Frequent	Frequent	Yes
<b>Sit-Stand</b>			
Total Sitting	7.15 hour(s)	6 hour(s)	Yes
At One Time Sitting	2 hour(s)	2 hour(s)	Yes
Total Standing	6.45 hour(s)	2 hour(s)	Yes
At One Time Standing	1 hour(s)	0.3 hour(s)	Yes

<b>Upper Extremity</b>			
Fine Coordination	Frequent	Occasional	Yes
Simple Grasping	Continuous	Continuous	Yes
Firm Grasping	Frequent	Frequent	Yes
Pinching	Occasional	Occasional	Yes
<b>Climbing</b>			
Stair Climbing	Continuous	Frequent	Yes
Static Balance	Frequent	Frequent	Yes
Dynamic Balance	Frequent	Frequent	Yes
<b>Job Specific Testing</b>			
Two- handed carrying and stair clim	Avoid	Not Tested	N/A

## Medical History and Present Status

### History of Present Condition

The client reported that he sustained his left wrist injury when he slipped and fell to the ground while getting out of his truck on 9-5-05. He reported the incident to his supervisor, wrote up an incident report and went to the emergency room on 9-5-05.

### Present Status

The client reported that he is currently feeling "dull and achy" on his left wrist. The client reported that he continues to have difficulty with laundry, doing dishes for greater than 10 minutes, washing his floor on hands and knees, taking out the garbage, and turning the steering wheel when driving. He reported compliance to performing her home exercise program daily. He stated that therapy has been of great benefit.

## Musculoskeletal Testing

### Lower Extremity Musculoskeletal Testing

The client presented with functional range of motion in his bilateral lower extremities for sitting, standing, and walking. His bilateral upper extremities were within functional limits for reaching in all planes of motion.

### Upper Extremity Range of Motion and Strength

	Left			Right		
	AROM	PROM	Strength	AROM	PROM	Strength
Elbow Flexion	WNL		5-	WNL		5
Elbow Extension	WNL		5-	WNL		5-
Supination	70		4	75		4+
Pronation	70		4	80		4+
Wrist Flexion	60	65	4	75		5
Wrist Extension	70		4	70		5
Ulnar Deviation	20		4	30		5-
Radial Deviation	12		4	20		5-
Digit Opposition	WFL		4+	WNL		5

### Upper Extremity Musculoskeletal Testing

He presented with decrease left wrist extension, flexion and supination. The client presented with facial grimacing, holding his left wrist and rubbing his left wrist post MMT.

## Occasional Material Handling

### Bilateral Carrying 50 feet

The primary limiting factor noted in two-handed carrying was increased pain. The secondary limiting factor noted in two-handed carrying was significant compensatory techniques. The tertiary limiting factor noted in two-handed carrying was maximum effort. The client was observed putting the box on his right hip in order to minimize the amount of weight distributed to her left wrist, with facial grimacing and post the task was rubbing and holding her left wrist.

Occasional Weight: 35 pounds

### **Unilateral Lifting**

The primary limiting factor noted in unilateral lifting was increased pain. The secondary limiting factor noted in right unilateral lifting was maximum effort. The client presented with facial grimacing, rubbing his left wrist and hand post this task. The client used a dumbbell in order to perform this task from floor to waist level.

Occasional Weight: 8 pounds

### **Unilateral Carrying 50 feet**

The primary limiting factor noted in unilateral carrying was Increased Pain. The secondary limiting factor noted in unilateral carrying lifting was Maximum Effort.

Occasional Weight: 10 pounds

### **Pushing (25 feet)/Pulling (25 feet)**

The primary limiting factor noted in pushing was increased pain. The secondary limiting factor noted in pushing was general fatigue. The tertiary limiting factor noted in pushing was maximum effort.

Occasional Pushing Weight: 30 pounds for 15 feet.

The primary limiting factor noted in pulling was increased pain. The secondary limiting factor noted in pulling was general fatigue. The tertiary limiting factor noted in pulling was significant compensatory techniques.

Occasional Pulling Weight: 25 pounds

Physical pain behaviors noted during these tasks were facial grimacing, labored breathing, and holding her left wrist post the task.

Joseph Smith, D.O. and ABC, Inc., thank you for the opportunity to work with your client. If I can be of assistance in interpreting the aforementioned data regarding this Work Hardening/Conditioning Evaluation, please feel free to contact me at:

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Sincerely,



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### Functional Progress Note

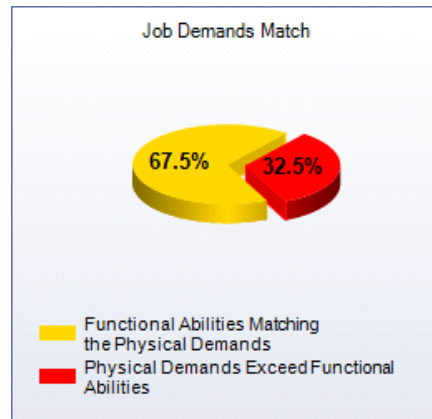
<b>Client:</b>	Jane Q Tees	<b>Employer:</b>	ABC, Inc.
<b>Gender:</b>	Female	<b>Occupation:</b>	Truck Driver
<b>Date of Birth:</b>	10/22/1970	<b>Job Title:</b>	Truck Driver
<b>Evaluation Date:</b>	11/1/2011	<b>Date of Injury:</b>	9/5/2005
<b>Diagnosis:</b>	S/P Left radial/Ulnar Fracture	<b>Surgery Date(s):</b>	9/6/2005
<b>Referring Dr.:</b>	Joseph Smith, D.O.	<b>Evaluator:</b>	John Sample, MS, OTR/L

### Medical History and Present Status

#### Present Status

The client stated that she is doing better. The client reported that "I'm am ready to go back to work". She continued to report to performing her home exercise program daily. She reported independence with all ADL's and household chores with no pain.

### Results



#### Material Handling Abilities

- Bilateral Lifting: 50 pounds
- Bilateral Carrying: 50 pounds
- Bilateral Shoulder Lifting: 30 pounds
- Pushing: 30 horizontal force pounds
- Pulling: 30 horizontal force pounds

#### Functional Abilities to Job Demands Match

This job specific return to work evaluation was performed and this client demonstrated the ability to perform 67.5% of the physical demands of their job as a Truck Driver. The return to work test items this client was unable to achieve successfully during this evaluation include: Occasional Squat Lifting, Occasional Shoulder Lifting, Occasional Power Lifting, Occasional Overhead Lifting, Occasional Unilateral Lifting, Occasional Bilateral Carrying, Occasional Unilateral Carrying, Occasional Pulling, Occasional Pushing, Above Shoulder Reaching, Forward Reaching, Simple Grasping, Firm Grasping, Client can tolerate gross motor coordination.

#### Client/Occupation Physical Demand Level

Client demonstrated the ability to perform within the MEDIUM physical demand level based on the definitions developed by the US Department of Labor and outlined in the Dictionary of Occupational Titles. It should be noted that this client's job as a Truck Driver is classified within the HEAVY physical demand level.

## Recommendations

### Rehabilitation Recommendations

Per Physician approval client to participate in a structured work conditioning program 5 days per week for 3 weeks to focus full duty return to work functional abilities.

- ⊖ Continue per recommended plan care of Frequency/Duration\_\_\_\_\_
- ⊖ Begin Work Hardening/Conditioning WH/WC Start Date\_\_\_\_\_
- ⊖ Alter Program as follows Description\_\_\_\_\_

**Physician Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

## Summary

### Summary / Impression

Client has progressed well and has achieved all functional return to work goals during work conditioning.

## Job Demands Match Table

	Client Abilities in this Re-Evaluation	Physical Demands Gathered From	Job Demand Match?
<b>Material Handling</b>			
Occasional Squat Lift	50 Pounds	75 Pounds	No
Occasional Power Lift	50 Pounds	75 Pounds	No
Occasional Shoulder Lift	30 Pounds	50 Pounds	No
Occasional Overhead Lift	5 Pounds	10 Pounds	No
Occasional Unilateral Lift	15 Pounds	25 Pounds	No
Occasional Bilateral Carry	50 Pounds	75 Pounds	No
Occasional Unilateral Carry	15 Pounds	25 Pounds	No
Occasional Pushing	30 HFP	40 HFP	No
Occasional Pulling	30 HFP	40 HFP	No
<b>Non-Material Handling</b>			
Forward Reaching	Frequent	Continuous	No
Above Shoulder Reaching	Occasional	Frequent	No
<b>Upper Extremity</b>			
Fine Coordination	Occasional	Occasional	Yes
Simple Grasping	Frequent	Continuous	No
Firm Grasping	Occasional	Frequent	No
Pinching	Occasional	Occasional	Yes
<b>Job Specific Testing</b>			
Two handed carry with stair climb	Frequent	Frequent	Yes

## Musculoskeletal Testing

### Upper Extremity Range of Motion and Strength

	Left			Right		
	AROM	PROM	Strength	AROM	PROM	Strength
External Rotation						
Elbow Flexion	WNL		5	WNL		5
Elbow Extension	WNL		5	WNL		5
Supination	WFL		5-	WNL		5
Pronation	WNL		5	WNL		5

Wrist Flexion	WFL	5-	WNL	5
Wrist Extension	WFL	5-	WNL	5
Ulnar Deviation	WNL	5	WNL	5
Radial Deviation	WNL	5	WNL	5
Digit Opposition	WNL	5-	WNL	5

### Upper Extremity Musculoskeletal Testing

The client demonstrated the ability to perform all AROM within functional and normal limits when tested. All strength of the left upper extremity has improved and does not present with MMT deficits at this time. The client does not present with tenderness to moderate palpation of the left wrist at this time.

Joseph Smith, D.O. and ABC, Inc., thank you for the opportunity to work with your client. If I can be of assistance in interpreting the aforementioned data regarding this Functional Progress Note, please feel free to contact me at:

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### Functional Progress Note

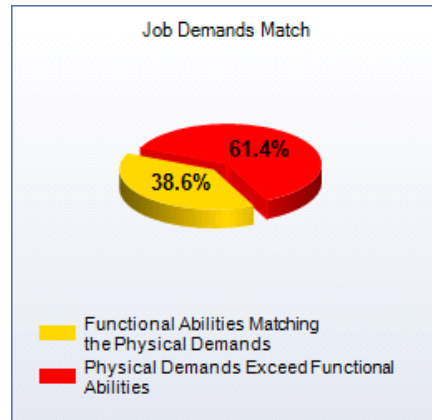
<b>Client:</b>	Jane Q Tees	<b>Employer:</b>	ABC, Inc.
<b>Gender:</b>	Female	<b>Occupation:</b>	Truck Driver
<b>Date of Birth:</b>	11/16/1970	<b>Job Title:</b>	Truck Driver
<b>Evaluation Date:</b>	11/16/2011	<b>Date of Injury:</b>	10/7/2008
<b>Diagnosis:</b>	S/P left radial/ulnar fracture	<b>Surgery Date(s):</b>	9/6/2005
<b>Referring Dr.:</b>	Joseph Smith, D.O.	<b>Evaluator:</b>	John Sample, MS, OTR/L
<b>Case Manager:</b>	Becky Smith		

### Medical History and Present Status

#### Present Status

The client reported that she is able to tolerate driving better but still has some "achiness" in her left wrist after 20 minutes of driving. She reported that her rehab program is going well but the lifting she is performing in rehab is still hard to perform to shoulder level. The client reported that she has a physician appointment on 12-30-05.

### Results



#### Material Handling Abilities

- Bilateral Lifting: 40 pounds
- Bilateral Shoulder Lifting: 30 pounds
- Bilateral Carrying: 40 pounds

#### Functional Abilities to Job Demands Match

This job specific return to work evaluation was performed and this client demonstrated the ability to perform 38.6% of the physical demands of their job as a Truck Driver. The return to work test items this client was unable to achieve successfully during this evaluation include: Occasional Squat Lifting, Occasional Shoulder Lifting, Occasional Unilateral Lifting, Occasional Bilateral Carrying, Occasional Unilateral Carrying, Simple Grasping, Firm Grasping.

#### Client/Occupation Physical Demand Level

Client demonstrated the ability to perform within the MEDIUM physical demand level based on the definitions developed by the US Department of Labor and outlined in the Dictionary of Occupational Titles. It should be noted that this client's job as a Truck Driver is classified within the HEAVY physical demand level.

## Recommendations

### Rehabilitation Recommendations

Per physician approval the client would benefit from continued participation in a skilled outpatient physical therapy for three time per week for two weeks to focus on continued functional return to work strength.

- € Continue per recommended plan care of Frequency/Duration\_\_\_\_\_
- € Begin Work Hardening/Conditioning WH/WC Start Date\_\_\_\_\_
- € Alter Program as follows Description\_\_\_\_\_

**Physician Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

### Job Demands Match Table

	Client Abilities in this Re-Evaluation	Physical Demands Gathered From	Job Demand Match?
<b>Material Handling</b>			
Occasional Squat Lift	40 Pounds	75 Pounds	No
Occasional Shoulder Lift	30 Pounds	50 Pounds	No
Occasional Unilateral Lift	10 Pounds	25 Pounds	No
Occasional Bilateral Carry	40 Pounds	75 Pounds	No
Frequent Bilateral Carry	40 Pounds	Not Tested	N/A
Occasional Unilateral Carry	10 Pounds	25 Pounds	No
Occasional Pushing	Not Tested	40 HFP	No
Occasional Pulling	Not Tested	40 HFP	No
<b>Upper Extremity</b>			
Simple Grasping	Frequent	Continuous	No
Firm Grasping	Occasional	Frequent	No
Pinching	Frequent	Occasional	Yes
<b>Job Specific Testing</b>			
Truck Driving	Occasional	Not Tested	N/A

### Musculoskeletal Testing

#### Upper Extremity Range of Motion and Strength

	Left			Right		
	AROM	PROM	Strength	AROM	PROM	Strength
Elbow Flexion	WNL		5	WNL		5
Elbow Extension	WNL		5	WNL		5
Supination	WFL		5-	WNL		5
Pronation	WNL		5-	WNL		5
Wrist Flexion	40		4+	WNL		5
Wrist Extension	30		4+	WNL		5
Ulnar Deviation	15		4+	WNL		5
Radial Deviation	10		4+	WNL		5
Digit Opposition						

#### Upper Extremity Musculoskeletal Testing

The client presented with improved AROM on her left wrist and elbow motions during this re-evaluation. The client continued to demonstrate decreased strength on her left distal extremity when compared to her right extremity. She denied any edema at

this time.

## Upper Extremity Testing

### Grip Strength

	Right	Left
Trial 1	125	100
Trial 2	120	98
Trial 3	121	104

	Right	Left
CV %	2.2 %	3.0 %

	Right	Left
Mean	70.4	62.3
Range	38-103	35-94

Joseph Smith, D.O. and Becky Smith and ABC, Inc., thank you for the opportunity to work with your client. If I can be of assistance in interpreting the aforementioned data regarding this Functional Progress Note, please feel free to contact me at:

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Sincerely,



**John Q Sample, MS, OTR/L**

- Injured workers will receive optimum comprehensive rehab at Accelerated Rehabilitation Centers and other providers that incorporate functional testing in the early stages of acute PT or OT, when strengthening is permitted. It is the best way to prepare the injured worker for a safe return-to-work. MD's and claims adjusters are pleased to receive reports that provide information about the worker's functional progression to RTW.

