



# Altaira Services Proposal

2023

CONFIDENTIAL



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Altaira Allied Health  
& Wellness Centre

# Executive Summary

ALTAIRA is based at Campbelltown, South Australia and have **state of the art clinical and functional assessment rooms** as part of our Allied Health Department. This allows us to conduct:

- Pre-employment functional assessments
- Occupational health assessments
- Private practice physiotherapy services
- Return to Work services

Our comprehensive pre-employment assessments are **tailored to suit the occupational requirements of the business and the particular role** within a wide array of different industries.

Altaira can **provide a mobile version of our pre-employment functional service**, which can be conducted on site.

**Professional reports will be sent out to prospective clients on the same day of the assessment.** These reports will include a summary of the main findings presented in a pertinent yet succinct manner, along with an overall risk rating of either low, medium or high.



# Pre-Employment Functional Assessments

## General Health Check

This section of the assessment determines the candidate's general health and fitness to undertake the assessment itself. Subjective information gained throughout this part of the assessment will also help guide the clinician for the physical assessment. A General Health Check is comprised of:

- Drug Screening Test (urine sample)
- Health Questionnaire
- Basic Health Assessment
- Visual Screening Assessment



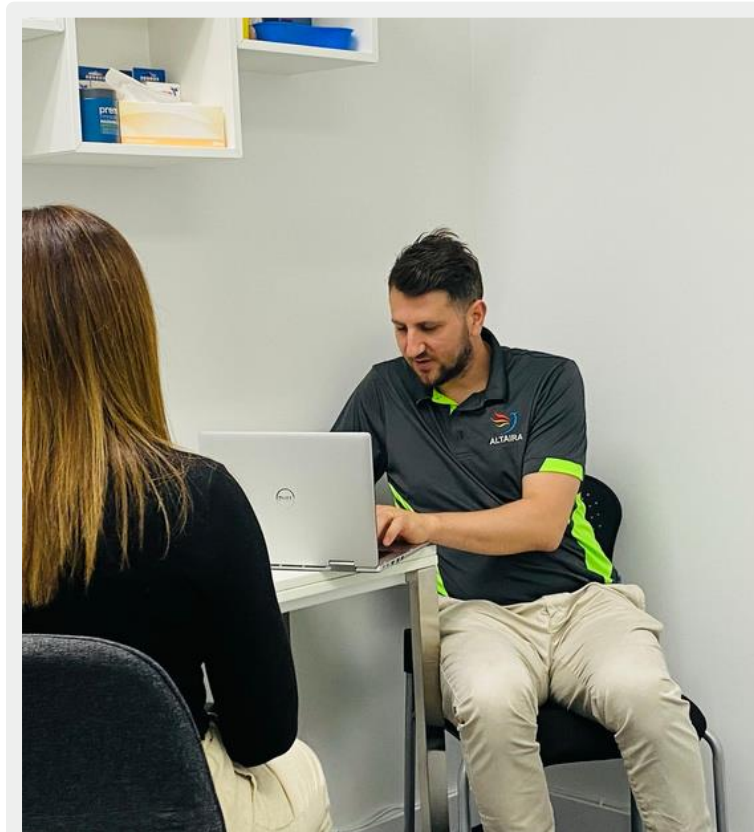
# Pre-Employment Functional Assessments continued

## Musculoskeletal Assessment

This assessment provides an overview of musculoskeletal health, including screening for common acute and chronic injury risk factors. The clinician will use their clinical reasoning skills to determine the level of risk associated with the findings, and how this may relate to the functional demands of the proposed job role.

A Musculoskeletal Assessment is comprised of:

- Grip Strength Testing
- Dynamic Movements
- Global Joint Range of Motion
- Special/Extra Testing (for tendons, ligaments, and impingements)
- Neurological and Neurodynamic Testing



# Pre-Employment Functional Assessments continued

## Functional Assessment

The functional component will be specifically tailored to suit the job requirements of individual roles (nurse, care worker, etc.), with detailed analysis and comparison to minimum functional demands required for these roles.

A Functional Assessment is comprised of:

- Postural Tolerances
- Cardiovascular Fitness Assessment
- Assessment of Manual Handling Capacity
- Analysis of Manual Handling Competency



Altaira Allied Health  
& Wellness Centre

# Allied Health Division

## Occupational Rehabilitation | Return to Work Services



<b>Rehabilitation Case Management</b>	To assist staff to remain at work or return to work in a safe and effective manner
<b>Functional Capacity Evaluations</b>	Detailed assessment and report, with analysis of individual worker's functional capacity and how this relates to specific job demands
<b>Fit For Work Services</b>	Detailed assessment and report, with analysis of individual worker's maximum functional capacity and matching this to prospective new vocational options
<b>Work Site Assessments</b>	Ergonomic and functional analysis of specific workplaces and individual roles, with recommendations made for both employee and employer, as is applicable
<b>Ergonomic Assessments</b>	Detailed assessment and report, with recommendations to be made for ergonomic analysis and self-management strategies for specific injury concerns
<b>Manual Handling Training</b>	That will be specific to individual workplaces functional demands and manual handling capacity requirements
<b>Injury Prevention Screening</b>	Tailored towards self-awareness and early identification of injuries to empower self-management practices with pause / reversal exercises and help prevent recurrence



# We welcome your feedback

We look forward to your feedback and are here to provide any further information you require.



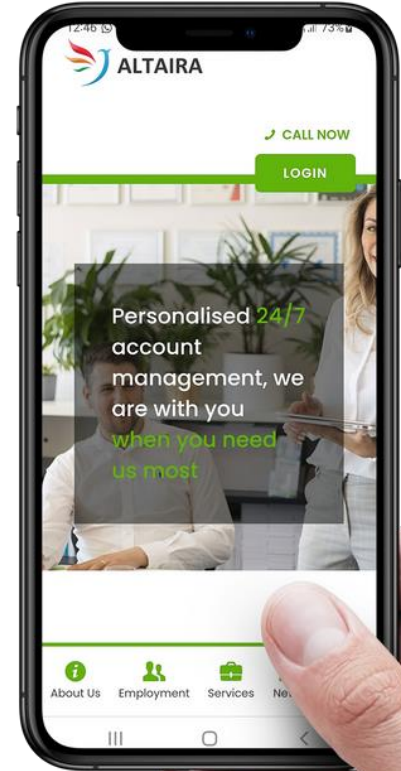
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# Appendix



Altaira Allied Health  
& Wellness Centre

# Pre-Employment Functional Report

## Example 1 | Low Risk Rating



### Pre-Employment Functional Assessment – Aged Care Company – 10<sup>th</sup> February 2021

#### Client Details

Client Name	Joe Citizen	Assessor	Michael Zoumaras
Date of Birth	14/10/1984	Date of Assessment	10/02/2021
Position Applied For	Care Worker	Company	Aged Care Company

#### Assessment Summary

Mr. Citizen's functional capacity does meet the required job demands of **Care Worker at Aged Care Company** and his overall risk profile has been assessed as:

Risk Rating	Interpretation	Risk Rating
Low	Mr. Citizen demonstrated a functional capacity at or above the required job demands. There were no concerns identified during the assessment and he was able to complete all assessed tasks with no reported or observed difficulties.	✓
Medium	Mr. Citizen demonstrated a lifting capacity which met the required job demands. There were some minor concerns identified during the assessment, but he was able to complete all assessed tasks with minimal reported or observed difficulties.	x
High	Mr. Citizen demonstrated a lifting capacity which did not meet the required job demands. There were some additional musculoskeletal, functional, and/or manual handling concerns identified during the assessment and he was unable to complete all assessed tasks.	x

- 1. Health Assessment**  
Mr. Citizen reported a history of nil significant medical or musculoskeletal injuries, and health check did not identify any additional concerns.
- 2. Musculoskeletal Assessment**  
Assessment did not identify any significant limitations, with Mr. Citizen able to demonstrate a functional range of motion in all body parts.
- 3. Functional Assessment**  
Mr. Citizen was able to safely complete all instructed functional tasks with no reported or observed difficulties. His functional capacity does meet the required job demands.
- 4. Manual Handling Assessment**  
Mr. Citizen's manual handling competency was assessed as good.

Please do not hesitate to contact Altaira should you have any queries or concerns in relation to the assessment findings.

Consultant	Signature	Qualification
Michael Zoumaras		Physiotherapist



### Pre-Employment Functional Assessment – Aged Care Company – 10<sup>th</sup> February 2021

#### Musculoskeletal Assessment

Body Part	Assessment	Risk Rating
Neck	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Mid Back	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Lower Back	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Shoulder	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Elbow / Forearm	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Wrist / Hand	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Hip	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Knee	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Ankle / Foot	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Neurodynamic and Neurological Assessment	Mr. Citizen was able to safely complete all aspects of neurological and neurodynamic assessment with no observed or reported difficulties.	Low



### Pre-Employment Functional Assessment – Aged Care Company – 10<sup>th</sup> February 2021

#### Functional Assessment

Functional Task	Assessment	Risk Rating
Grip Strength	Mr. Citizen demonstrated an average rating of grip strength when compared to age and sex matched normative data.	Low
Dynamic Movements	Mr. Citizen was able to safely undertake all dynamic movements of squatting, lunging, hopping, kneeling and balance, as well as ladder and stair climbing during the assessment.	Low
Cardiovascular Fitness	Mr. Citizen was able to safely complete a three-minute test and was deemed to have an above average level of fitness based on the one-minute recovery heart rate when compared to age and sex matched normative data.	Low
Manual Handling Capacity	Mr. Citizen demonstrated an ability to meet all manual handling capacity requirements as per required job demands for lifting 20kg from chair to floor, lifting 20kg from desk to chair, lifting 15kg from desk to above shoulder, carry 20kg and push / pull 15kg.	Low
Biomechanics	Mr. Citizen's manual handling technique was assessed as good and there are no concerns regarding his functional capacity for the role.	Low



# Pre-Employment Functional Report

## Example 1 | Medium Risk Rating



### Pre-Employment Functional Assessment – Aged Care Company – 10<sup>th</sup> February 2021

#### Client Details

Client Name	John Citizen	Assessor	Michael Zoumaras
Date of Birth	07/03/1984	Date of Assessment	10/02/2021
Position Applied For	Care Worker	Company	Aged Care Company

#### Assessment Summary

Mr. Citizen's functional capacity does meet the required job demands of **Care Worker at Aged Care Company** and his overall risk profile has been assessed as:

Risk Rating	Interpretation	Risk Rating
Low	Mr. Citizen demonstrated a functional capacity at or above the required job demands. There were no concerns identified during the assessment and he was able to complete all assessed tasks with no reported or observed difficulties.	✘
Medium	Mr. Citizen demonstrated a lifting capacity which met the required job demands. There were some minor concerns identified during the assessment, but he was able to complete all assessed tasks with minimal reported or observed difficulties.	✔
High	Mr / Ms Surname demonstrated a lifting capacity which did not meet the required job demands. There were some additional musculoskeletal, functional, and/or manual handling concerns identified during the assessment and he was unable to complete all assessed tasks.	✘

#### 1. Health Assessment

Mr. Citizen's health check did not identify any major concerns. He reported a history of plantar fasciitis in 2018. This was reportedly managed well with physiotherapy exercise-based treatment and he did not require any time off of work due to his injury.

#### 2. Musculoskeletal Assessment

Mr. Citizen reported he no longer experiences symptoms of plantar fasciitis, and there were no reported or observed difficulties present during the assessment.

#### 3. Functional Assessment

Mr. Citizen was able to safely complete all instructed functional tasks with no reported or observed difficulties. His functional capacity does meet the required job demands.

#### 4. Manual Handling Assessment

Mr. Citizen's safe manual handling competency was assessed as fair. He would benefit from task specific manual handling training for the role of Community Care Worker.

Please do not hesitate to contact Altaira should you have any queries or concerns in relation to the assessment findings.

Consultant	Signature	Qualification
Michael Zoumaras		Physiotherapist



### Pre-Employment Functional Assessment – Aged Care Company – 10<sup>th</sup> February 2021

#### Musculoskeletal Assessment

Body Part	Assessment	Risk Rating
Neck	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Mid Back	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Lower Back	Assessment demonstrated limited active range of motion with respect to lumbar flexion. Mr. Citizen may experience a moderate amount of difficulty with tasks involving repetitive or sustained bending and lower back postures, including sustained sitting or standing.  However, Mr. Citizen was able to complete all job-related functional tasks with minimal reported or observed difficulties.	Medium
Shoulder	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Elbow / Forearm	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Wrist / Hand	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Hip	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Knee	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Ankle / Foot	Assessment reported history of Plantar Fasciitis in 2018. This was reportedly managed well with physiotherapy exercise-based treatment and he did not require any time off of work due to his injury. He reported to no longer experience symptoms.  Mr. Citizen may experience a low to moderate amount of difficulty with tasks involving repetitive or sustained standing, walking, stair use, and squatting.  However, Mr. Citizen was able to complete all required job-related functional task with minimal reported or observed difficulties	Medium
Neurodynamic and Neurological Assessment	Mr. Citizen was able to safely complete all aspects of neurological and neurodynamic assessment with no observed or reported difficulties.	Low



### Pre-Employment Functional Assessment – Aged Care Company – 10<sup>th</sup> February 2021

#### Functional Assessment


Functional Task	Assessment	Risk Rating
Grip Strength	Mr. Citizen demonstrated an average / above average rating of grip strength when compared to age and sex matched normative data.	Low
Postural Tolerances	Mr. Citizen was able to safely demonstrate an unlimited capacity for sustained sitting, standing, stooping, crouching and kneeling, as well as overhead and forward reaching.	Low
Dynamic Movements	Mr. Citizen was able to safely undertake all dynamic movements of squatting, lunging, hopping, kneeling and balance, as well as ladder and stair climbing during the assessment.	Low
Cardiovascular Fitness	Mr. Citizen was deemed to have a below average level of fitness based on the one-minute recovery heart rate when compared to age and sex matched normative data.  There may be a low risk of difficulty of Mr. Citizen completing a physically demanding or active role over an average working day (approximately eight hours).	Medium
Manual Handling Capacity	Mr. Citizen demonstrated an ability to meet all manual handling capacity requirements as per required job demands for lifting <b>20kg</b> from chair to floor, lifting <b>20kg</b> from desk to chair, lifting <b>15kg</b> from desk to above shoulder, carry <b>20kg</b> and push / pull <b>15kg</b> .	Low
Biomechanics	Mr. Citizen's manual handling technique was assessed as fair.  Mr. Citizen would benefit from further manual handling training, specifically in relation to correct base of support, use of stride stance and maintaining neutral spine.	Medium



# Pre-Employment Functional Report

## Example 1 | High Risk Rating





**Pre-Employment Functional Assessment – Aged Care Company – 10<sup>th</sup> February 2021**

**Client Details**

<b>Client Name</b>	Jack Citizen	<b>Assessor</b>	Michael Zoumaras
<b>Date of Birth</b>	28/07/1984	<b>Date of Assessment</b>	10/02/2021
<b>Position Applied For</b>	Care Worker	<b>Company</b>	Aged Care Company

**Assessment Summary**  
Mr Citizen's functional capacity does not meet the required job demands of **Care Worker at Aged Care Company** and his overall risk profile has been assessed as:


Risk Rating	Interpretation	Risk Rating
Low	Mr Citizen demonstrated a functional capacity at or above the required job demands. There were no concerns identified during the assessment and he was able to complete all assessed tasks with no reported or observed difficulties.	✘
Medium	Mr Citizen demonstrated a lifting capacity which met the required job demands. There were no major concerns identified during the assessment and he was able to complete all assessed tasks with minimal reported or observed difficulties.	✘
High	Mr Citizen demonstrated a lifting capacity which did not meet the required job demands. There were some additional musculoskeletal, functional, and manual handling concerns identified during the assessment and he was unable to complete all assessed tasks.	✔

- Health Assessment**  
Mr Citizen's optical assessment identified possible visual abnormalities in short vision. Mr Citizen was informed of these findings and has been encouraged to seek further assessment from an Optometrist for an informed clinical opinion, if required.
- Musculoskeletal Assessment**  
Assessment identified significant limitations with regards to reduced right shoulder range of motion, positive clinical test on left knee and increased risk of right carpal tunnel syndrome.
- Functional Assessment**  
Mr Citizen was unable to safely complete all instructed functional tasks, recording a below average grip strength, deficiencies in dynamic movements and a very poor level of fitness. His functional capacity does not meet the required job demands.
- Manual Handling Assessment**  
Mr Citizen's safe manual handling competency was assessed as poor and his manual handling capacity does not meet the required job demands of Care Worker at Aged Care Company.

Please do not hesitate to contact Altaira should you have any queries or concerns in relation to the assessment findings.

Consultant	Signature	Qualification
Michael Zoumaras		Physiotherapist

Mr Jack Citizen – Pre-Employment Functional Assessment Report – 10/02/2021 1




**Pre-Employment Functional Assessment – Aged Care Company – 10<sup>th</sup> February 2021**

**Musculoskeletal Assessment**

Body Part	Assessment	Risk Rating
Neck	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Mid Back	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Lower Back	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Shoulder	Assessment demonstrated limited active range of motion with respect to right shoulder internal and external rotation, as well as a positive empty can and Hawkins-Kennedy test.  Mr Citizen may experience a moderate to high level of difficulty with tasks involving repetitive or sustained above shoulder movements or excessive reaching. There may also be a high amount of difficulty in lifting excessive weights, especially above shoulder height.  Mr Citizen was unable to complete all required job-related functional tasks.	High
Elbow / Forearm	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Wrist / Hand	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Hip	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Knee	Assessment demonstrated a positive left lateral McMurray's test and Apley's test.  Mr Citizen may experience a moderate to high amount of difficulty with tasks involving repetitive or sustained squatting, lunging, standing, walking, stair use, carrying or push / pull of excessive loads and/or pivoting or twisting on feet.  Mr Citizen was unable to complete all required job-related functional tasks.	High
Ankle / Foot	Assessment demonstrated functional active range of motion with no reported or observed difficulties.	Low
Neurodynamic and Neurological Assessment	Mr Citizen reported a history of numbness in the right hand, indicating increased risk for Carpal Tunnel Syndrome.  Mr Citizen may experience a moderate level difficulty with tasks involving repetitive or sustained wrist / hand movements, sustaining neutral wrist postures, fine motor control (i.e. use of pincer grip) and/or pushing / pulling excessive weights.  However, Mr Citizen was able to complete all required job-related functional tasks with minimal reported or observed difficulties.	Medium

Mr Jack Citizen – Pre-Employment Functional Assessment Report – 10/02/2021 2



**Pre-Employment Functional Assessment – Aged Care Company – 10<sup>th</sup> February 2021**

**Functional Assessment**

Functional Task	Assessment	Risk Rating
Grip Strength	Mr Citizen demonstrated a below average rating of grip strength when compared to age and sex matched normative data.  Further assessment identified a history numbness in the right hand, indicating increased risk for Carpal Tunnel Syndrome. However, Mr Citizen was able to stabilise his wrist under load well, and there were no other observed or reported difficulties.  This may present a low to moderate risk for tasks requiring repetitive or sustained gripping.	Medium
Postural Tolerances	Mr Citizen was able to safely demonstrate an unlimited capacity for sustained sitting, standing, stooping, crouching and kneeling, as well as overhead and forward reaching.	Low
Dynamic Movements	Mr Citizen was unable to perform squatting, kneeling, balance, ladder climbing and stair climbing during the assessment.  Mr Citizen's capacity will meet the job demands as long as she is not required to perform sustained squatting, kneeling, balance, ladder climbing and stair climbing at any time.	High
Cardiovascular Fitness	Mr Citizen was unable to complete the three-minute step test due to self-termination at 2 minutes and 10 seconds, with his fitness being rated as very poor. Mr Citizen cited fatigue as his reason for terminating this part of the assessment.  Mr Citizen's heart rate exceeded 85% of age-predicted maximum during the three-minute step test.  There may be a high risk of difficulty of Mr Citizen completing a physically demanding or active role over an average working day (approximately eight hours).	High
Manual Handling Capacity	Mr Citizen demonstrated an ability to safely lift 20kg from desk to chair, carry 20kg and push / pull 15kg. However, his maximum capacity for lifting from chair to floor was 10kg and he was unable to lift any weight above shoulder height.  Mr Citizen's manual handling capacity does not meet the required job demands of <b>Care Worker at Aged Care Company</b> . Mr Citizen's manual handling technique was assessed as poor.	High
Biomechanics	Mr Citizen would benefit from further manual handling training, specifically in relation to correct base of support, use of stride stance, appropriate use of legs, twisting on planted feet, maintaining neutral spine and avoiding jerky movements.	High

Mr Jack Citizen – Pre-Employment Functional Assessment Report – 10/02/2021 3



# Pre-Employment Functional Report

## Example 1 | Failed Drug Test



### Pre-Employment Functional Assessment – Aged Care Company – 10<sup>th</sup> February 2021

#### Client Details

Client Name:	Jeff Citizen
Date of Birth:	23/12/1984
Date of Assessment:	10/02/2021
Assessor:	Michael Zoumaras
Position Applied For:	Care Worker
Company:	Aged Care Company

Thank you for your referral of Mr Jeff Citizen to Altaira for a Pre-Employment Functional Assessment. This report provides a summary of the main findings of the assessment administered to Mr Citizen on 10/02/2021.

Mr Citizen recorded an unconfirmed drug test result for an illicit substance. These findings are considered preliminary and were explained to Mr Citizen, who was advised to discuss this further with a GP, if required. As a result, the pre-employment assessment was concluded at this point, as per previous agreement with **Aged Care Company**.

#### Assessment Summary

A risk rating is unable to be provided due to an unconfirmed result in the urine drug analysis. At this point, the assessment was cancelled as per previous agreement with **Aged Care Company**.

- Health Assessment**  
Not assessed.
- Musculoskeletal Assessment**  
Not assessed.
- Functional Assessment**  
Not assessed.
- Manual Handling Assessment**  
Not assessed.

Please do not hesitate to contact Altaira should you have any queries or concerns in relation to the assessment findings.

Consultant	Signature	Qualification
Michael Zoumaras		Physiotherapist



# Allied Health Charge Rates

Shift Type	Type	Level	Charge per hour
Monday to Friday	Physiotherapist	PT	POA
Monday to Friday	Occupational Therapist	OT	POA
	Pre- Employment Functional Assessments	PEMA	POA
	Drug testing		POA

exc GST

