



WorkSTEPS Physical Agility Test Information for Returning to Full Duty

Your position at the City requires the successful completion of a physical agility test (WorkSTEPS) if you are returning to Full Duty without restrictions **and** if your reason for leave meets the below condition.

- *Any leave time that is related to a musculoskeletal injury or illness.* Musculoskeletal is defined as: relating to the muscles and skeleton, including bones, joints, tendons, and muscles.

If you have questions regarding WorkSTEPS or are unsure if WorkSTEPS is required, contact Human Resources at (972) 292-5207.

Requirements to return to work full duty (Without Restrictions & Related to Musculoskeletal)

1. Your medical provider must complete a return to work form and you must be released to full duty.
2. Schedule your WorkSTEPS appointment. It could take up to 72 hours to schedule WorkSTEPS and the test itself could take 1.5 to 2 hours to complete. Call OrthoTexas at (972) 596-1715 to schedule your appointment.
TIP: WorkSTEPS may be scheduled prior to your release to full duty and may take up to three days to obtain an appointment time. If you are unable to make your scheduled appointment you must cancel at least 24 hours prior to your appointment or be charged a \$25 fee.

Location: OrthoTexas Physical Therapy, 4031 W. Plano Parkway, Suite 200, Plano, TX 75093

3. Submit your completed return to work form to your supervisor **and** Human Resources (benefits@friscotexas.gov) along with the date of your appointment. If you are Fire personnel, you must also submit your return to work form to Fire Administration (ReturnToWork@friscofire.com or fax to (972) 292-6319).
4. Arrive early to your appointment and present your City of Frisco I.D. badge and physician completed return to work form to the OrthoTexas representative. **You will not be able to take WorkSTEPS without these items.**
5. Human Resources will notify you of your results and will authorize you to return to full duty. This notification may be provided by email or phone.

WorkSTEPS Test Information

- It is recommended that you eat a light meal 30-60 prior to testing; do not smoke 30-60 minutes prior to testing; do not drink ANY alcoholic beverages the day of testing; notify the testing facility staff if you have been ill and need to reschedule your appointment; notify the City of Frisco if you anticipate the need for accommodation to perform the physical requirements of the test.
- You must wear shorts and appropriate shoes (e.g. tennis shoes).
- The test includes a medical history, musculoskeletal evaluation, maximum safe lift, and may also include essential job task simulations.
- The test is administered by either a licensed Physical Therapist, Physical Therapist Assistant or trained personnel under the direction of the therapist at OrthoTexas.
- The test allows the therapist to assess and evaluate your posture, flexibility, strength, lifting capacity and other job-specific tasks that will be described by the OrthoTexas personnel at the test site.
- The test includes, but is not limited to, the following areas:
 - Step Test—assessment of cardiovascular recovery rate
 - Static Test—assessment of isometric strength
 - Dynamic Test—assessment of safe lifting ability
 - Essential Job Functions—specific to the position applied for or occupied by the test candidate
- You will be required to put forth your maximum effort throughout the test and will be given verbal instruction of this requirement by testing personnel.
- You will be given the opportunity to ask questions of the OrthoTexas personnel regarding the tests to be performed prior to the administration of these tests, and at any time during the testing.
- Results of the test are not known immediately and, thus, will not be given to you by OrthoTexas personnel upon completion of the test. Typically within 24 hours, results are calculated by OrthoTexas and provided only as a CAPABLE or NOT CAPABLE recommendation to Human Resources usually within 24 hours.

Note: If you are required to take WorkSTEPS and do not, or if you provide false information to OrthoTexas, you may be subject to disciplinary action up to and including termination.