

There are many great reasons why your company could benefit from Organizational Solutions Inc.'s Physical and / or Cognitive Demands Analyses.

Our trained experts can offer you thorough, efficient and professional assessments for your workforce.

We make valuable recommendations that could improve workplace safety, save you money,

benefit the overall health of your employees and increase productivity.

Physical Demands Analyses assist with return to work from disability and work with the wider preventative services of our Disability Management programs.

Our team continually goes above and beyond for our clients. As a client-centric organization we employ highly qualified and trained staff who respect and value the professional relationship we have with every single client.

WHAT TO DO NOW.

Please give us a call or send us an email. Our friendly, informative sales team will be delighted to speak with you about how we can achieve incredible results for your business.

Let us set up a personal presentation for you or your team, showing you in-depth insight into our process and results. We will demonstrate our methods for Physical and / or Cognitive Demands Analyses and show you the fantastic benefits.

We look forward to hearing from you and hope you will consider joining our continuously growing team of delighted and respected clients today.

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Web: www.orgsoln.com



www.orgsoln.com



ORGANIZATIONAL SOLUTIONS INC.
SOLUTIONS ORGANISATIONNELLES INC.

"The RIGHT care, at the RIGHT time, for the RIGHT outcome."



How can our Physical and / or Cognitive Demands Analyses benefit your business?

Find out how a physical and / or cognitive demands analysis could increase safety and boost productivity in your workplace...

PHYSICAL AND COGNITIVE DEMANDS ANALYSES

4 GREAT REASONS WHY OSI'S PHYSICAL / COGNITIVE DEMANDS ANALYSES CAN BENEFIT YOUR COMPANY

- 1 A Physical Demands Analysis (PDA) documents all the aspects, equipment, demands and tasks of a job. It can also be used to determine compatibility between a worker and a specific job, helping to prevent injury and assist in early and safe return to work.
- 2 A Cognitive Demands Analysis (CDA) can provide an objective analysis of the essential job duties and cognitive demands of an employee's job, such as memory, aptitudes, higher-level problem solving demands, concentration or time pressures.
- 3 All of our analyses are carried out by highly qualified, specifically trained experts.
- 4 Reduce your cost by improving morale, retention and job satisfaction.

ABOUT ORGANIZATIONAL SOLUTIONS INC.

Organizational Solutions Inc. (OSI) is a national, leading Care Management company, who can provide your company with physical and cognitive demands analyses.

Employers find this a highly beneficial service, ensuring that job roles are correctly evaluated to ensure maximum job safety, productivity and satisfaction for your employees

Organizational Solutions Inc. will provide assessments (sometimes onsite) and provide you with results in an easy to read format,

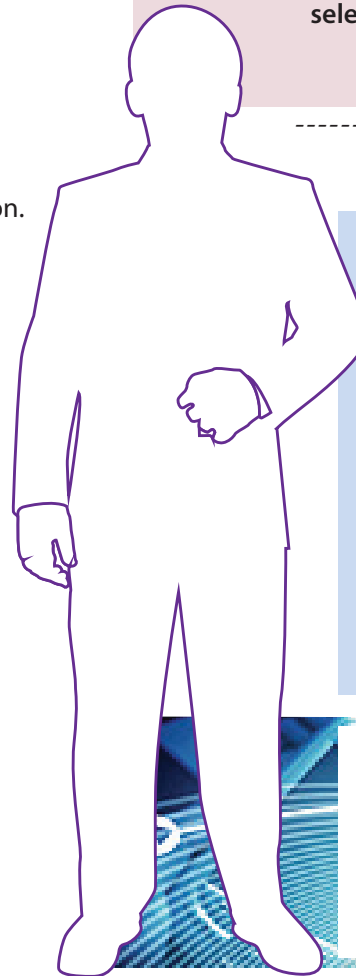
including detailed reports of the physical and / or cognitive demands of any position within your organization.

If an employee does become ill or injured our outstanding Disability Management and Workers' Compensation Claims Management services can assist in recovery and help with the employee's return to work. Our **Care Management** approach works by providing: *"the RIGHT care, at the RIGHT time, for the RIGHT outcome ©."*

All our services are ability and capability focused. If an employee does become ill or injured, OSI's goal is to return that employee safely back into their job or (on occasion) to an appropriate, productive role within your company.

COGNITIVE DEMANDS ANALYSES (CDA)

- Reducing costs by improving morale, retention and job satisfaction.
- Can assist in return to work plans by evaluating an individual's cognitive abilities and the cognitive demands of their job.
- Can be used for many other purposes, such as personnel selection and training.



PHYSICAL DEMANDS ANALYSES (PDA)

- Safe and appropriate Return to Work plans for employees
- Identifying modified work to prevent further injury.
- Identifying safety concerns and making recommendations.
- Quantifying the physical requirements of the jobs you provide and the worksite you provide them in.
- Complying with WSIB / WCB / CSST standards and Human Rights Codes

"One of the key elements to success in staff retention and improvement in performance is to develop approaches that are evidence-based, to inform policy-makers as to which interventions are successful under which circumstances and for which groups of staff." - World Health Organization.

Valuable information regarding job requirements, that may be matched to the abilities of your employees, are among the many reasons employers should consider a Physical Demands Analysis (PDA) for positions in their company. A Cognitive Demands Analysis (CDA) can provide an objective analysis of the essential job duties and cognitive demands of an employee's job, assisting with short and long term disability due to psychological or mental factors.