



Tony Mitchell – Director

Bachelor of Physiotherapy (Qld) M.A.P.A.

FCE Australia

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Undergraduate Tertiary Education

Graduated April 1984 with a Bachelor of Physiotherapy from the University of Queensland, St. Lucia, Brisbane Qld.

Post Graduate Education

- 2002 American Board of Independent Medical Evaluators (ABIME) training
- 1998 Dec – U.S.A. Blankenship System Functional Capacity Evaluation Training course. Qualified as Australia and New Zealand Blankenship Evaluator Trainer.
- 1998 Mar – Job Analysis Training – University of Michigan (Q.U.T.)
- 1997 Feb – Ergonomics Subject – Q.U.T. Post Graduate Diploma in Occupational Health and Safety.
- 1997 Feb – Rehabilitation Co-ordinators Update Course – WorkCover Queensland.
- 1996 Feb – Macon, Georgia U.S.A. Blankenship System – Functional Capacity Evaluation. Received Clinical Certification and became a Certified Evaluator – passing the examination with a result of 92 (pass 70). One of only several people in Queensland to have completed these courses.
- 1996 – National Physiotherapy Congress – Brisbane and previously in Adelaide in 1991.
- 1996 – St John's Ambulance First Aid Certificate Update.
- 1996 – The Ergonomic Society Week and previously in '94, '91 and '90.
- 1994 – Occupational Health and Rehabilitation Course run at South Brisbane Centre with David Roberts and Celia Reid, lecturing.
- 1994 – The Industrial Athlete and Soft Tissue Management run at the South Brisbane Centre with Tricia McMullin and Ann Morgan, lecturing.
- 1994 – Isernhagen Weekend – Work Injury Management and Prevention, including Worksite Work Task Analysis, Ergonomic Assessment, Functional Capacity Evaluation, Work Hardening and Work Conditioning.
- 1993 – Australian Sports Medicine Federation – An Overview of Tendonitis.

- 1991 – Train the Trainer – North Point T.A.F.E.
- The Workers' Compensation Board of Qld – Rehabilitation Co-ordinators Course.
- COMCARE – Rehabilitation Providers Course.
- The Robin McKenzie, McKenzie Institute Spinal/Orthopaedic Course – One of only several people in Qld to have completed these courses.
1984 Part A 1988 Part B 1989 Part C 1990 Part D

Appointments

- 1997-2000 – Q.U.T. Lecturer in Physical Assessment.
- 1996 – Ongoing University of Queensland Functional Capacity Evaluation Tutor in Physiotherapy Undergraduate Degree (on-going)
- 1996 Chairman of the Ergonomics and Occupational Health Segment 1996 National Physiotherapy Congress.
- 1995 Judge on the panel for the Australian Design Mark.
- 1994 President of an Occupational Health sub-committee researching Functional Capacity Evaluation in consultation with the Workers' Compensation Board of Queensland.
- 1993 Presenter for the Ergonomics Society of Australia, Annual Awards (Physiotherapy Research).
- 1990 – 1993 State President of the Ergonomics and Occupational Health Special Interest Group of the Australian Physiotherapy Association.
- 1990 – 1991 National President of the Ergonomics and Occupational Health Special Interest Group, of the Australian Physiotherapy Association

Professional Membership

Physiotherapy Registrations in Qld No. 841498 and NSW

Special Interest Areas

Functional Capacity Evaluation

Ergonomics and Occupational Health and Safety

Spinal Orthopaedics

Sports Medicine

Papers and Lecturing

- 2001 May – National CTP Claims Management Symposium for Australian Insurance Institute
- 1998 Apr – Basic Worksite Visits –for the Ergonomic Special Interest Group of the A.P.A.
- 1998 Mar – Basic F.C.E. workshop – for the Ergonomic Special Interest Group of the A.P.A.
- 1998 Mar – Computerised FCE to Motor Accident Insurance Commission.

- 1996 Oct – Presented paper “Analysis of Assembly and Process Line Hazards can lead to redesign or Functional Capacity Evaluation” for the Ergonomics Society’s “Ergo week” Conference
- 1996 Oct – Keynote Speaker for the Ergonomics Special Interest Group of the A.P.A.’s workshop “Worksite visits – the Physiotherapist’s role”.
- 1996 Sept – Address to the Safety Institute of Australia Qld Division, Brisbane Branch on “Functional Capacity Evaluation”
- 1995 March – Lecture for the Annual Qld Physiotherapy Assoc Conference on “Worksite Assessments”
- 1995 – Lecture for the Australian Physiotherapy Association – “Rural Refresher Course”
- 1994 March – Lecture for Nth Qld Special Interest Group “Theory of Workplace Rehabilitation including Work Conditioning and Work Hardening”
- 1994 April – Reviews of Ergonomics video for the Australian Journal of Physiotherapy
- 1994 July – Lecture for Central Qld Special Interest Group of the A.P.A. workshop “Manual Handling Training, Work Hardening Vs Work Conditioning, Matching the Worker to Work”
- Co-convenor of the Isernhagen Workshop “Work Injury Management and Prevention”
- 1993 Training video for the A.P.A. on Computer workstation assessments – Prevention of Overuse Injuries in Occupational Keyboard Employment.
- 1993 Nov – Expert advisory panel for A.P.A. Teleconference discussing “Worksite and workstation assessments
- 1993 Judge on the panel for the Tontine Posture Physiotherapy Award
- 1993 Lecturing for the North Qld Special Interest group in North Qld “Manual Handling Training, workplace analysis, rehabilitation co-ordination and the role of the Physiotherapist”
- 1992 Oct – Presented paper for the Ergonomic Society’s “Ergo week” – “The importance of Ergonomics in the workplace”
- Workshop on Worksite Assessment – “Practical Worksite Assessment”.
- 1990 – Theory Workshop “Ergonomic Analysis and Work Station Assessment”.

Awards

Best Practice for Injury Prevention was won by Packer Brothers Steel as a direct result of a Manual Handling program developed, instituted and run by *Work Injury Management* .1992

Private Practice as Principal – 1986 to 2003

Located at Coorparoo in 1986, then adding Highgate Hill in 1988, and at 211 Juliette Street, Greenslopes since 1990. Approximately 50% of every working day is spent in the field concentrating on Ergonomics and Occupational Health Issues – on-site in the workplace. Case loads in rooms, include work and sporting injuries, as well as general Physiotherapy.

Now consulting mainly on Sydney and Brisbane, performing Functional Capacity Evaluations and Ergonomic and Occupational Health Safety analysis and training.

Other Physiotherapy Experience

- 1984 – 1986 Post Graduate work experience at Zillmere Physiotherapy Clinic, a busy private clinic with two Physiotherapists, treating work related and sports injuries.
- 1986 – 1988 Appointed Contract Physiotherapist by the Baptist Union for their three Nursing Homes. To fulfil the contract, a staff Physiotherapist was employed.

Consulting Business

A wide range of Ergonomic and Occupational Health Services have been provided to over 100 companies since 1988 including:

- Nissan Motor Manufacturing Corporation, Nashville Tennessee.
- Tubemakers Merchandising – Statewide.
- Allianz Insurance
- Combrook Occupational Health Services
- Qantas Airlines.
- Inghams Enterprises
- Kilcoy Pastoral Company.
- Brisbane City Council
- Department of Main Roads
- CSR Construction & Readymix
- Telstra
- Commonwealth Rehabilitation Service
- WorkCover Qld
- Brisbane Institute of TAFE
- Schlumberger Geco-Prakla Pty Ltd
- Woolworths Pty Ltd

A full list of Companies and referees is available upon request.

References

Professor Margaret Bullock
Physiotherapy Department
University of Queensland
Ph: 3365-2019

Paul Grace
Bachelor of Applied Science (Physiotherapy)
Graduate Diploma in Manipulative Therapy
Past President of the Ergonomics Special Interest Group
Ph: 3278-1829

Tony Mitchell
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FCE Australia For AILA Objective Functional Capacity Evaluations "Who Is Faking It?"



The System

- Objective Functional Capacity Evaluation
- Expose Sub-Maximal Effort or Confirm Good Effort
- Communicate Early
- Teaches Safe Maximal Consistent Effort
- Better Rehabilitation Outcomes

When Will It Work?

- Pre-Employment
- Early Assessment Stage to Quantify
- During Rehabilitation
- Return to Work/Settlement
- With an Ageing Population

Benefits

- It Validates / Invalidates the Injury
- It documents any Behavioural Problem
- It Gets the Case Moving
- It reduces Cost by better Rehabilitation
- It Improves Client outcome/Function

Features

- Informed Consent
- Behavioural Profile
- Repetitive Movement
- Range of Movement
- Static Strength Tests
- Manual Handling Tests
- Hand Tests
- Non-Manual Handling

Informed Consent

- Voluntary Evaluation
- Explains Tests & Safety Issues
- Clarifying Pain and Re-Injury
- Informs of the Importance of Good Effort

Behavioural Profile

- Symptom Exaggeration
- Non-Organic Signs
- Validity Criteria

Symptom Exaggeration Profiles

- No Symptom Exaggeration
- Stoic, Highly Motivated
- Symptom Exaggeration Present

No Symptom Exaggeration

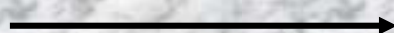
- Genuine

■ *Pain/Disability Reporting*

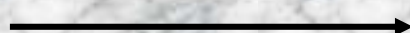
High



Moderate



Low/None



■ *Impairment*

Marked

Moderate

Minimal/None

Stoic, Highly Motivated

'Busting a Gut'

■ *Pain/Disability*
Reporting

High

Moderate

Low/None

■ *Impairment*

Marked

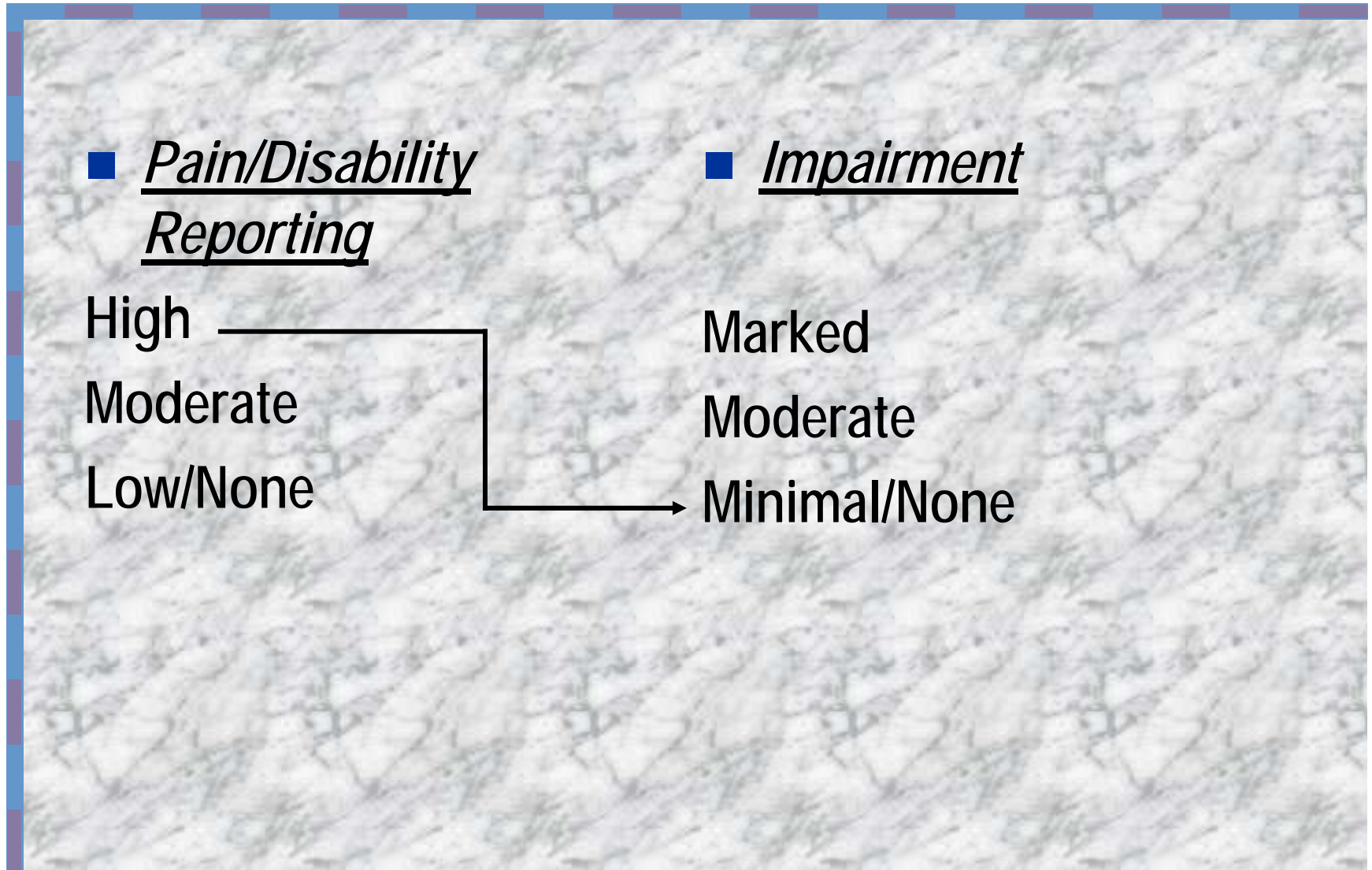
Moderate

Minimal/None



Symptom Exaggeration

- Can include fraudulent behaviour.



Repetitive Movements

- Reaching, Bending & Squatting
- Range of Motion
- Speed
- Over Reaction?
- Movement Pattern = Reported Pain?

Range of Movement

- Inclinometry Spinal Measurement
- Goniometry Joint Measurement
- A.M.A. Percentage Disability Calculation

Static Strength Tests

- NIOSH & Blankenship
- Known Percentiles
- Many Validity Criteria (for sincerity of effort)

Hand Tests

- Grip Tests
- Pinch Tests
- Fine Motor Tests (Purdue Peg Board)
- Gross Motor Tests (Minnesota Rate)

Manual Handling Tests

- Occasional Manual Handling
- Frequent Manual Handling
- Constant Tests

Non Manual Handling Tests

- Sitting, Standing & Lying (24 Hr Profile)
- Bending, Reaching & Squatting
- Kneeling, Crawling & Climbing
- Balancing
- Arm & Leg Controls

Dovetail Assessment Options

- Vocational Psychology Assessment
- Activities of Daily Living O.T. Assessment
- Neuropsychological Assessment

Reports

- Cover Letter
- Detailed Narrative
- Screening Results/Job Match
- Supportive Documentation

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