

Performance Testing as a Determinant of Fitness-for-Duty

by R. Wade Allen, Anthony C. Stein, and James C. Miller

Publication/Source: [SAE International Technical Paper 901870,doi:10.4271/901870](#)

Date: 1990

Descriptive note: This early paper on fitness-for-duty testing by Allen, Stein, and Miller explored two such screening processes called Critical Thinking Tasks (CTT) and Divided Attention Tasks (DTT). They conclude that “in general, [these] fitness for duty performance screening tasks...illustrate the feasibility of this approach for real world applications in the work place. With further research and real world experience, task impairment discriminability and testing convenience should improve significantly over current levels.”

Article abstract: “Performance testing provides an important complement to urine testing as a determinant of fitness for duty. Performance testing can be conducted immediately to screen out impaired workers before they undertake safety related job functions. Urine testing involves the expense and delay of laboratory testing, and results relate more to life style than current on-the-job performance capability. This paper reviews performance based testing and discusses the development and application of two performance based screening devices. One device has the capability of rapidly screening for impaired psychomotor performance given previous baseline data. The second device provides the potential for screening psychomotor and divided attention performance without prior experience or baseline data.”