

# Don't Hire Your Next Injury

The hiring process can be agonizing, but you've managed to get through it. After all your hard work creating a job description, sifting through resumes and countless interviews, you've finally found the one. This person is qualified, experienced and has the motivation to grow with your company. Even with this said, you need to cover all your bases and make sure this employee is as great as he or she seems. Missouri Employers Mutual can help you establish good post-offer practices to properly place your employees.

## Post Offer Employment Testing

POET determines if an individual is physically capable of performing a specific job, such as lifting, carrying, pushing/pulling and grasping. This testing helps you minimize the risk of injury.

If the screening determines the employee may not meet the job demands or is at a high risk for sustaining an injury, you have the right to change or withdraw a conditional job offer.

POET establishes baseline information to identify pre-existing conditions prior to employment. If an employee is injured after they are hired, they will be rehabilitated to the percentage of the pre-injury measurement.

## Benefits

Your company can benefit in many ways.

- Reduction of injuries on the job
- Higher productivity
- Increase in employee retention
- Low turnover costs (hiring, training, etc.)
- Objective hiring data
- Reduction of e-mod, lowering premium
- Reduction of lost work days

On average

**1** out of **10**

tests identify a potential injury,

saving approximately

**\$50,000.**

## Start Your Program Today

MEM has partnered with WorkSTEPS, the nation's leading provider of functional employment testing. WorkSTEPS tests are medically-safe, legally compliant, scientific and objective, and specially-designed to match an employee's functional capabilities with the essential functions of the job.

**WorkSTEPS<sup>®</sup>**  
**At Work!**

It's simple:

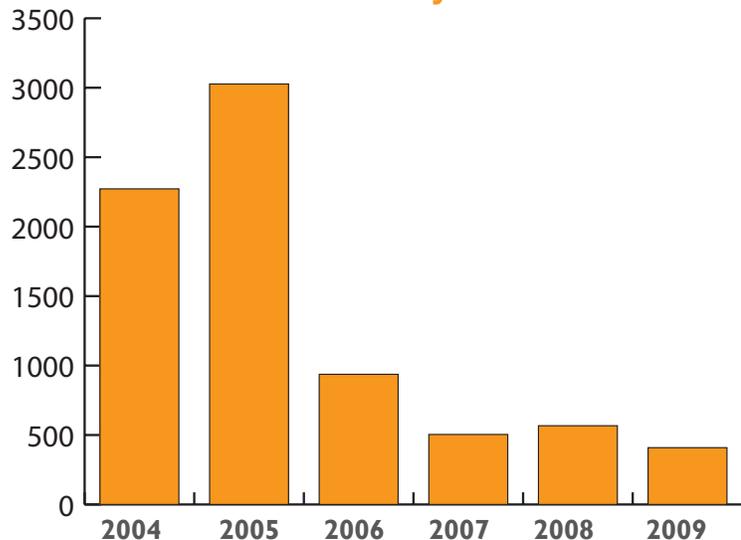
- Contact WorkSTEPS at 512.617.4100 or testing@worksteps.com to establish a contract and select a local provider.
- WorkSTEPS helps you with the process, including preparing the job description and developing the job task analysis.
- Once the process is established, set an appointment online when you have a new hire.
- Employee goes to the appointment for testing. MEM has negotiated a 30 percent discount for the test.
- Clinic provides you a report that indicates if the employee is deemed capable of performing the job.

For assistance with your program, contact your Safety and Risk Consultant.

## Proven Results

MEM recently surveyed a few large, public Missouri employers and found that they are using POET programs with great success. The Missouri Department of Transportation is an example. In 2005, MODOT had over 3,000 lost workdays. They implemented a pre-employment screening process, including requiring all applicants to complete a drug test and pre-employment/post-offer medical examination. Lost workdays dropped to 937 in 2006 and continued to decline. This significant reduction demonstrates the effectiveness and benefits of POET programs.

## Number of Lost MODOT Workdays Per Year



After implementing a functional employment testing program, MODOT was able to reduce the number of lost workdays per year from over 3,000 in 2005 to 937 in 2006—a significant reduction that demonstrates the effectiveness and benefits of POET programs.

For more information:



[www.worksafecenter.com](http://www.worksafecenter.com)



1.888.499.SAFE (7233)

Missouri Employers Mutual

**Work SAFE**