

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[®]
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.

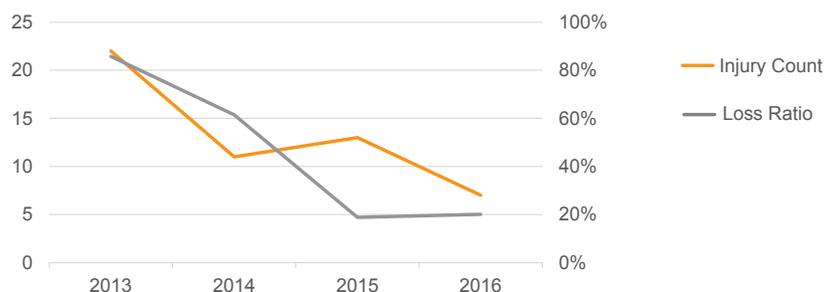
For assistance with your program, contact your Safety and Risk Services Consultant.

Proven Results

In 2013, Schatz Underground was experiencing a high number of injuries. The full-service telecommunications company installs telephone, cable and fiber optics, both aerial and underground. Most of Schatz's incidents were from material handling, machine operation and digging. Accounting for 85 percent of all losses, these activities require employees with specific physical capabilities and can lead to very severe injuries.

After talking through the costs and benefits, Schatz implemented a POET program. They established baseline testing for all of their Missouri locations. With the help of POET, Schatz improved its loss ratio from 86 percent in 2013 to 20 percent in 2016. They also reduced their claims cost by over half. This will help reduce their e-mod, the factor that predicts future losses and affects businesses' work comp premium. Eliminating a problem before it starts is key to keeping new hires on the job—productive and injury-free.

Schatz Underground—Loss Improvement



MEM policyholder Schatz Underground improved injury count and loss ratio from 2013 to 2016. This significant improvement demonstrates the effectiveness of a POET program.

For more information:



www.worksafecenter.com



1.888.499.SAFE (7233)

Missouri Employers Mutual

Work SAFE