



Need to Get Lean and Mean?

Employers are talking more about the need for "getting lean" to save money. Often that means reducing their workforce and giving more work to less people as a quick fix. However, besides the obvious negative impact on the employees laid off and the morale of the remaining employees, there are other consequences for becoming "lean."



More work for less people puts those people at risk of **increased stress** and sometimes **physical injury**. There is a better way to get lean – test employees' physical safety on the job. Begin by testing new hires, after the offer, but before they are placed on the job. EEOC and ADA both allow employers to have employees show their safe ability to do the job as a contingency for continuing employment. If employers are not testing, then they are risking hiring the new person with a prior knee injury and then asking them to climb a ladder as part of their job. **They've just hired an injury** – no matter what type of safety programs they may have in place.

The average claim in NC is \$42,000. The average time out of work from an injury in NC is 16 weeks! How much is that really costing the employer? According to OSHA, the average indirect cost of a claim is 4-5 times higher than the direct cost. That \$42,000 claim just became \$210,000, assuming the profit margin is 10%. **(NOTE: The employer ALWAYS pays the indirect costs** – don't mistakenly assume the worker's comp insurance carrier is paying that cost!) Indirect costs include things like loss of productivity, time to administer the claim, loss of morale, damage to company's reputation, training time to replace injured employee, legal costs, cost of replacement equipment, etc OSHA further estimates that the employer would have to generate sales and revenue of **over \$2 million** to make up the cost of that claim's direct and indirect costs!

Can you afford to hire your next claim – especially if you want to "get lean"??

Existing employees need to continue to be safe as well. An aging workforce plus increasing obesity & chronic disease rates are impacting the safety of workers. EEOC says an employer can ask an employee to show that they are safe to do the job by asking the employee to participate in a Fit for Duty exam, IF the employer observes their difficulty in performing the essential functions of their job. As a matter of fact, any time a worker returns from leave (any kind of leave), you have a right to determine their safe ability to do their job physically, by obtaining some objective information about their physical capacities. Encourage doctors and healthcare providers to order objective testing such as Functional Capacity Evaluations, Fit for Duty exams or Physical Abilities Tests (you do not have to have an order from the physician, but it is recommended you have the treating physician make the determination that the employee is safe to participate in a functional assessment).

Getting Lean in 2012 does not have to result in reducing your current workforce, but should involve identifying your at-risk employees before an injury happens and taking the steps needed to prevent your next claim.



Learn more about worker's comp reform at our annual seminar on March 9, 2012:

Worker's Comp Reform: Your Toolbox for Success: <http://www.jobreadyservices.net/index.php/education/seminars/>

Get Help for Your Overweight or Obese Workers:

Job Ready has partnered with WorkSTEPS and **Take Shape for Life**, a Medifast pre-planned meals program that is safe, easy to follow and produces results! Debra Lord is a Health Coach for TSFL and a current participant (she has lost 98 lbs!) She is ready to help those who would like to learn more about the program and lose weight safely. Job Ready is here to assist employees and employers in maximizing their efforts in workforce health and wellness. For more info: <http://jobreadyservices.tsfl.com/>

Upcoming Events

January Lunch & Learn

Tuesday, January 24, 2012

Speaker: Dr. Christopher Godbout, Carolina Back Institute

Topic: Spinal Cord Stimulators

Location: Job Ready office in Raleigh

2300 Westinghouse Boulevard, Suite 107

Time: 12:00 pm - 1:00 pm (1.0 hour)

Cost: \$10.00

Credits Approved: CCM (1 hour)

For more information and to register, visit our website: www.jobreadyservices.net/index.php/education/lunch-and-learns-seminars/



Southeastern Safety Council - Fayetteville, NC

February 21, 2012

Debra Lord - featured speaker

"Reducing Work Disability from Hire to Retire"

Contact Greg Schaefer for more information about this meeting: 910-433-1724 or

gschaefer@ci.fay.nc.us

Job Ready's 6th Annual Seminar

March 9, 2012

"Worker's Comp Reform: Your Toolbox for Success"

For more information: www.jobreadyservices.net,php/education/seminars/

Job Ready's Services and Contact Information

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We're on LinkedIn and Facebook! Be sure to follow or become a fan of **Job Ready Services**

Services offered:

- Functional Capacity Evaluations
- Work Conditioning
- Job Analyses
- Fit for Duty Testing
- Employment Testing