



JOB READY SERVICES

YOUR STAMP OF APPROVAL FOR WORKPLACE FITNESS

June 2014 Issue



IF I HAD A DOLLAR FOR EVERY TIME...

We've all said this very thing about some recurrent theme in our lives. The one theme I continually hear from employers is how they cannot afford to test their new hires. The same reasons are heard over and over again, and I can repeat them from heart...

- Our turnover is so high we can't afford to test every new hire
- We can't find people now and if we add another step, we won't have anyone to work
- We have people working for us now who aren't safe
- Costs too much
- It will take too long for us to hire and get someone on the job

I hear the words but have to ask the next questions:

“Why is your turnover high? Are you creating new jobs or having problems finding someone who can actually do the job safely and be productive without struggling? Or, in the worst case scenario, are any current employees already injured and continuing to work in pain but with less productivity?”

“Is what you are doing now saving you money or just costing more each year?”

“Why are you not interested in saving 50 to 80% of your worker's comp costs, protecting your employees and their jobs?”

We know 10% of the workforce cannot safely perform job functions and 80% of costs come from the same 10%. If you have a method to identify the at-risk employee at the time of hire and intervene in some way to reduce the probability of an injury, the numbers are in your favor.

When looking at the ROI from the employer's perspective, we see the cost savings, not only in the number of claims but the severity of claims. The truth is that an employee who struggles from day 1 and is injured down the road will not only result in an injury claim, but now you are also dealing with a permanent disability. Simply put, if the worker couldn't demonstrate the ability to safely do the job at the time of hire, you will

Our Services:

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

never be able to offer medical care or rehab that will get this person better than they were prior to the injury and return them to work. Preventing loss time offers huge savings.

Simple math provides a look at the cost of having an injured worker sit at home:

Average time out of work is 25 weeks or 1000 hours in NC if loss time goes beyond 7 days

Average direct cost of claim is \$54,000. Average indirect is \$243,000 = \$297,000 total cost

\$297,000 divided by 1000 hours = \$297 per hour. This is essentially what you are paying per hour for that \$10/hour employee to sit at home.

So my last question is:

“How can you afford not to test?”

-Submitted by Debra Lord, President of Job Ready Services

JULY LUNCH & LEARN

When: Thursday, July 17, 2014 12:00 pm – 1:00 pm

Title: Stress and Mental Health Issues in the Workforce

Speaker: Dr. David Caretto, Duke University Medical Center

Back by popular demand, Dr. Caretto will be discussing the legal and economical challenges affecting employers in dealing with stress and mental health issues in the workplace. He will be discussing some new system approaches that address total worker health in the workplace.



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We are on Facebook,
Twitter, LinkedIn, and
Pinterest – follow us!

Location: Job Ready office in Raleigh, 2300 Westinghouse Boulevard, Suite 107

Cost: \$12.00

Credits Approved: CCM (1 hour)

RSVP by: Tuesday, July 15, 2014

To register, visit our website: www.jobreadyservices.net or, contact Michelle Morgan: michelle.morgan@jobreadyservices.net or 919-256-1400

WELCOME TO OUR NEWEST STAFF MEMBER

We were joined this month by a new work conditioning coordinator: Vincent Nieh! Vincent just graduated from NC State with a Master's degree in Physiology as well as his Bachelor's degree in Exercise Science, and he has always wanted to work in a rehabilitation facility. He is excited about learning more about worker's comp and industrial rehab, and he is enjoying coming up with individualized exercises for each of our work conditioning patients and getting to know them in the process. In his free time, he likes to play video games and basketball, and he looks forward to having more free time now that he no longer has homework and exams.