



# Job Ready Services

Job Ready Services, LLC



April 2009

## Feel Like You Are Losing Control?

Government bailouts, trillions of dollars in spending, rising unemployment – ever feel like things are crazy and you have no control? Psychologists say that when we feel we are powerless, we become depressed, we stagnate—we are less reluctant to try new things, our creativity is thwarted and as a result, things become even crazier.

You know the prayer, “...serenity to accept things you cannot change, courage to change those things you can and wisdom to know the difference”? - well, for most employers, their worker’s comp costs fall into this category. Many think it is “just the cost of doing business” - Not so!

Are your worker’s comp costs under control? If not, what steps are you taking to bring them under control? Have you relinquished control to someone else? What things can you control?

Here are some steps, if you have the courage, to take right now to get your costs under control:

**Step 1: Job Analysis** – Are your job descriptions up to date? If your job descriptions do not indicate the essential functions of the job, as well as, the physical demands needed to complete those essential functions, you do not have the documentation you need to comply with ADA guidelines. Furthermore, if your job description is not accurate, are your injured workers not being released to RTW in a timely manner due to misinformation? If your healthcare provider is reading an inaccurate job description, chances are, your injured worker will be kept out of work longer than necessary.

**Step 2: Functional Testing Program** – Do you depend solely on the word of the physician as to when an employee can RTW safely? Obtaining objective information on the employee’s physical abilities and whether they match your job description is paramount to returning that employee to work safely and in a timely manner. Objective information is power – it allows you to “tip the scales in your favor” when it comes to getting an injured worker back to work. Work with your healthcare provider to obtain objective information such as a functional Fit for Duty test (based on the job description) or a Functional Capacity Evaluation.

Also, a functional testing program at post-offer, pre-placement, will give you much better control over hiring those persons who don’t have pre-existing conditions that put them at imminent risk of injury and who are physically able to do the job. Saving thousands of dollars in worker’s comp injuries is a way to control your response to a slow economy. You say you can’t afford to put anything into place right now? Ask yourself this: can you afford to pay for a costly injury right now? If not, then why not prevent that costly injury by not hiring that person?

**Step 3: Effective Training Programs** – Do your employees really understand how to prevent musculoskeletal injuries (sprains, strains, etc) on the job? Have they had adequate training in proper body mechanics and proper ways to perform the essential functions of their job? Would an ergonomic risk assessment help to determine whether small modifications can be made to prevent injuries?

**Step 4: Policy Driven RTW Programs** – Do your policies have clear instructions for the expectations for both the injured worker as well as the employer? Is there an individual assessment of the IW’s safe ability to RTW? Is there a policy in place to test all individuals returning to work to ensure their safe ability to do so?

If you would like more information on implementing the steps above, contact Job Ready.



**Don’t lose control of your worker’s compensation issues. Take steps now to not only gain control, but to save money and have a safer, fitter workforce.**

### News and Upcoming Events

Be sure to visit Job Ready’s booth at the NCIC Safety Conference in Greensboro, May 12-15.

Michelle Morgan will be a featured speaker at the NCOHN section on May 14. Topic will be: “Functional Testing: The Missing Link in Workplace Safety”

**Vocational Case Managers:** Increase your chances of returning someone to work by considering a work conditioning program to improve physical abilities which will expand opportunities for job placement.

### JUNE LUNCH & LEARN:

June 18, 2009

12:00 pm—1:00 pm

Pedorthics

Robert Walters, NC Biotech  
Approval Pending: CCM & CRC

**Reminder:** Early referrals for Work Conditioning could return the Injured Worker to work earlier and safer than waiting to do an FCE that may very well be invalid. Work conditioning is a daily program specifically designed to return the worker to work safely. If instituted early in the medical rehab of the IW, work conditioning results in a much increased likelihood of RTW, saving \$ in worker’s comp & absence costs.

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For more information on any of these events or services, please contact Michelle Morgan:

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