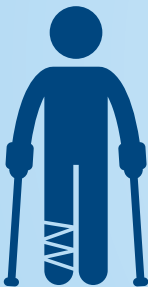




Prework Screening Programs

Hiring qualified employees is one of the most important business decisions an employer can make, but it can be difficult to determine whether applicants are able to safely perform specific job tasks. Let EMC help your organization set up a prework screening program to reduce the risk of injuries by hiring employees physically capable of performing their jobs.

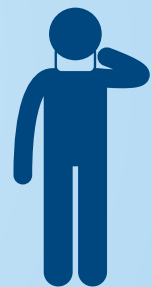
In a study of physically demanding jobs, unscreened employees incurred **4 times** higher claims costs than those who were screened. Nonscreened applicants were also **2 times** more likely to experience an overexertion injury than screened hires.¹



New employees are at higher risk of injury:

Employees on the job less than 1 year represent 31% of days away from work due to illness or injuryⁱⁱ.

Employees with 1 to 5 years of service represent 35% of days away from work due to illness or injuryⁱⁱⁱ.



When choosing jobs to screen first, prioritize those that:

- Have the highest rates of overexertion injury or injury severity
- Require significant physical activity
- Involve frequent, strenuous motions

JOB

What's in a job description?

- Essential functions of the job
- Needed skills and knowledge levels
- Required physical exertions and frequencies
- Other measurable data important to the job tasks

Employees matched to the physical demands of the job may be at less risk of injury and have less severe injuries.



Contact EMC Today

EMC loss control representatives are ready to help you develop a prework screening program. To set up a consultation, contact your independent insurance agent, local EMC loss control representative or email losscontrol.injurymgmt@emcins.com.

Prework screenings are not the same as a functional capacity test, agility test or work physical.



Prework screenings

- Are conducted AFTER a conditional offer of employment
- Are nondiscriminatory, based on objective criteria
- Accommodate candidates' disabilities
- Are a last step to ensure the candidate is capable of performing the job tasks
- Are kept confidential

Physical Therapist's Role

- Design the prework screenings based on job descriptions
- Create pretest information for job candidates
- Monitor screening activities
- Communicate results to organization
- Look for trends to help improve testing or safety of job tasks



Hello



Did you know?

EMC can help you identify qualified physical therapists and occupational medicine clinics in your area. Contact losscontrol.injurymgmt@emcins.com.

Disclaimer: This material is designed and intended for general information purposes only, and is not intended, nor shall be construed or relied upon, as specific legal advice.

¹http://costreductiontech.com/documents/rsrch_wor00541.pdf

²http://stats.bls.gov/news.release/archives/osh2_11082012.pdf

³United States, Bureau of Labor Statistics, Lost-Worktime Injuries and Illnesses: Characteristics and Resulting Time Away From Work, 1998, April 20, 2000.