

Interested in Reducing Your Workers' Compensation Costs?

Consider the following U.S. Bureau of Labor Statistics California 2004 data.

Approximately 1 of every 3 workers will have a lost time injury during their first 12 months of employment. Strains and sprains lead the way (38.8%) and the median time away from work is 10 days. Also, take into consideration that the average cost of a lost time injury was over \$43,000 in California for 2004 (WCIRB statistics).

<http://www.dir.ca.gov/DLSR/Injuries/Demographics/Menu.htm>

Injuries of this nature generally happen because new workers are not fully instructed on how to do the job. Your placement process should focus on fitting the job to the worker. Here's how to start:

- **Physical Requirements.** A pre-employment physical based on work demands is a good place to start. An essential function job description in the hands of the medical professional can tell you if the new hire is physically fit for the job.
- **Safety Coaching.** Have a supervisor or experienced lead worker show the new hire exactly how to do the job. Set aside enough time for both to ensure the task is being performed correctly and safely.
- **Clear Safety Rules.** Review your work and safety rules with the new-hire and be certain they understand them. Use the "show me" technique. Explain the consequences if the rules are violated and make it known that your safety rules are enforced.
- **Observe and Follow-up.** Assign a supervisor or lead person to observe the new-hire to ensure they are doing the job safely and effectively. Do this on a formal basis or it won't happen. Professional safety consultants use this tool of observation and so can your supervisors. Build it into the supervisory job description.
- **Effective Safety Meetings.** Attendance at safety meetings should be 100% and should require active participation not just passive learning. A person will learn more when they are actively involved in the learning process. Implementation of these proven safety management techniques will result in fewer injuries. New-hires will know exactly what is expected. Embark on a change for the better with your organization's safety culture, productivity and quality.

Go ahead - try it!

For more information please contact:

Anthony Poston, ARM, AIM

Chief Executive Officer

anthony.poston@executivesm.com