

Job Ready Services

March 2012

But That's the Way We've Always Done It

Doing the same thing over and over and expecting a different result is the **definition of insanity**. The passing of worker's comp reform in NC in June 2011 indicates a need for a change in our worker's comp system. However, any change needs to be monitored to determine what is working and what is not. Sometimes it takes guts, sometimes ingenuity, sometimes you have to change course when it doesn't work, but doing something to change your situation is better than doing nothing. Just because something is working pretty well, doesn't mean you won't find something that will work even better or perhaps enhance what you already have.

"But, we've always done it this way":

- **Hire someone without asking them to SHOW how they can do the job safely.**
Try another way: Ensure the job candidate is not only physically safe to do the job, but also does not have pre-existing conditions that put them at risk of injury. Offer the job contingent on them passing a post-offer employment test.
- **Never update job descriptions or verify the physical demands are accurate and correct.**
Try another way: Make sure you have an accurate job description that identifies the physical demands of the essential functions of the job.
- **All job descriptions say, "Must lift 50 lbs"**
Try another way: EEOC will ask you – what weighs exactly 50 lbs and how is that object lifted? Is it lifted from the floor? Is it lifted overhead? Measure the physical demands of the job and the "must lift 50 lbs" might

read, "Must be able to carry 4" steel pipe weighing 83 lbs for 50 feet and climb 40 steps."

- **Wait for the doctor to release injured worker to return to work without a physical capacity or Fit for Duty test.**



Try another way: Ask the physician, "When is the worker medically stable to participate in a functional assessment?"

Then, have the worker participate in a Fit for Duty or Physical Abilities Test to determine their ability to return to work safely. By matching the worker's abilities with the physical demands of the job, a safe return to work can be accomplished earlier and safer than waiting for the doctor to make that decision. This information can be provided to the physician and other healthcare providers to focus the rehabilitation efforts on the job-related deficits.

- **Let our worker's comp insurance company handle getting our injured workers back to work.**
Try another way: Take control of your worker's comp and have a "Stay at work" policy in place that promotes functional, objective testing to determine the safe ability of your workers at work. Employers' indirect costs for a worker's comp claim are 4.5 times higher than the direct costs. Your insurance carrier primarily sees those direct costs, but *employers are the ones who ALWAYS pay for the indirect costs*. Often those costs are not realized by the insurance carrier.
- **Manage injuries after they happen instead of putting programs in place to prevent the injuries.**
Try another way: Safety programs, equipment and training are all very important in the prevention of injuries and reduction of disability costs. However, it does not matter what safety measures are in place if someone who is not physically

safe to do the job is working in that job. An injury will occur in this case, regardless of what safety measures are in place. Not hiring the person who is unsafe to do the job, will make the largest impact on reducing injuries and costs and have the largest return on investment for the employer.

- **We have to let the injured worker's attorney handle everything.**
Try another way. Allow doctors to treat the injured worker medically; use functional testing early on to determine safe ability to work; allow attorneys to deal with legal matters only; allow adjusters to handle the claim only; and avoid complications by having physical demands of the job identified, so that the worker's abilities can be matched with the job demands.

Upcoming Events:

JOB READY'S 6TH ANNUAL SEMINAR **NC Worker's Comp Reform: Your Toolbox for Success**

Friday, March 9, 2012 - Cary, NC

9:00 am - 4:00pm

For more information and to register, go to our website: www.jobreadyservices.net and click on "Seminars."

Job Ready's Services and Contact Information

Phone: (919) 256-1400

Fax: (919) 256-1403

Email: michelle.morgan@jobreadyservices.net

Website: www.jobreadyservices.net

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



LUNCH & LEARN:

Cultural Diversity: A Different Perspective

Date: April 12, 2012

12:00pm-1:00pm

Job Ready office in Raleigh, NC

Credits Pending approval: CCM & CRC (1 hour)

To register, visit our website:

<http://www.jobreadyservices.net/index.php/education/lunch-and-learns-seminars/>

Conferences:

NCAOHN Conference - March 14-16 - come by the Job Ready booth

EPC Conference - March 22-23 - come by the Job Ready booth

East Carolina Safety Conference (Debra Lord, speaker) - March 29-30

CMSA Conference - March 30 (Debra Lord, speaker)

