

CASE STUDY: Slashing Workers' Compensation Costs

Outdoor Goods Manufacturer reduces average claim cost by 68% and incidence by 76%



A major producer of sporting ammunition suffered ballooning musculoskeletal disorder (MSD) rates and workers' compensation claim costs. The manufacturer had an aging workforce and was planning to hire hundreds of employees in response to pending retirements. They knew they needed to avoid the MSDs they had seen in their current workforce with their new hires.

Briotix Health Solution

To ensure the company was hiring new employees that could handle the physical requirements of job tasks, the company worked with Briotix Health to implement BTE™ Post Offer Employment Testing (POET).

The BTE™ POET program launched in three steps:

1 Identify Physical Demands

Briotix Health experts measured and documented the physical demands of each job classification within the production facility. More than 100 employees, working during all shifts, were observed to ensure a broad sample.

2 Develop Testing Protocols

Utilizing the physical demands data, testing protocols were developed for each job classification. In collaboration with company management, a pass/fail rate was established to determine if a new hire could complete job-related tasks safely.

3 Implement Test

After data collection and protocol development, with support of management, Briotix Health launched the production facility's new BTE™ POET program.

By hiring the right candidates, we have seen a great reduction in injuries but also know that our current employees are grateful to have capable and efficient teammates joining them on the line.

Results

In the five years since rolling out their BTE™ POET program, tested employees have demonstrated lower average MSD injury rates and lower average cost per MSD claim when compared to non-tested employees.

Because of these lower rates, the company experienced a 4.5:1 ROI and has saved more than \$1.4M.

To learn more, visit:

briotix.com/bte-employment-testing

Average yearly injury rate and claims cost for tested vs non-tested employees

