



HR HEALTHY ROSTER

Injury Prevention Creates a Profitable ROI for One Manufacturer

A Virtual Injury Prevention Case Study

Work Injury Costs

When OSHA was formed in 1971, rules and regulations went into place designed to eliminate obvious hazards and poor working conditions. Those rules are working very well. Worker injuries and illnesses dropped from 10.9 incidents per 100 workers in 1972 to 2.8 per 100 in 2017¹.

Safety personnel were hired, weekly meetings are held, signs are posted and employees are safer than ever.

But what about workplace injuries?

They're still happening. And they are very expensive for the country, the employer, and the workers themselves.

The costs are greater to companies than just Workers' Compensation Insurance alone. The total cost of work injuries in 2019 was \$193B and includes wage loss, lost productivity, medical expenses, and administrative expenses².



US Employees
158M



Medically Consulted
Workplace Injuries
4.6MM



Average Cost per
Employee per Year
\$1.1K



Per Medically Consulted
Workplace Injury
\$42K



Average missed days
of work
11 Days

According to the National Safety Council, the cost per medically consulted injury in 2019 was \$42,000, while the cost per death was \$1,220,000³. These figures include estimates of wage losses, medical expenses, administrative expenses, and employer costs, but exclude property damage costs except to motor vehicles.

These costs do not factor in how companies make up for lost time from injured workers like paying overtime to existing workers, finding replacements, and training the new employees.

The Majority of Worker Injuries are Preventable

69% of the injuries driving this spend are easily preventable.

That's because most of those injuries fall into two groups - strains and sprains as well as back pain and tendonitis - all of which are Musculoskeletal Disorders (MSDs).

Strains & Sprains

Back Pain & Tendonitis

**\$133 Billion
WASTED**



That means companies in the US waste \$133 billion annually on preventable workplace injuries².

To battle this, employers utilize occupational health partners and resources to try and manage workplace injuries. **The Occupational Health market consists of four parts.**



PREVENTATIVE // Stretch & Flex Programs (Safety Manager)



TRIAGE // Line Managers




PHYSICIAN CARE // Nurse Lines, Near Clinics, Onsite Clinics, ER



REHAB // PT Groups

For most companies, the Preventative and Triage parts are managed by the Safety Managers (with limited Stretch & Flex programs, for example) and Line Managers.

When a worker with an MSD is injured, most line managers will refer the employee to seek a medical consultation at:

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- + Either an onsite clinic, a near-site clinic, or the emergency room.
 - + Physical therapy is usually done in the physician's rehab facility or at a PT group.

And those 2 stages (*along with time missed from work*) are what drives the \$42k average cost for a medically-reviewed injury.

You can draw a clear line between Preventative & Triage and Physician Care & Rehab. The cost for an employer comes almost entirely from the Physician Care and Rehab layers.

Yet little is done to Prevent and Triage injuries. Safety Managers leading stretching sessions and line managers making decisions on whether an employee should go to a clinic or ER is less than optimal.



A Customer Success Story

A Fortune 500 CPG company came to Healthy Roster for a pilot program because they had too many employees, **with minor injuries or pain at work, who were leaving their facility for a medical review.**

Their main objective was to triage occupational health injuries for the 2nd and 3rd shifts, because so many were seeking a consultation at the emergency room.

The company had looked at their own reports showing that they averaged two to three ER visits per month.

With 3 visits per month, and taking in the average costs from the National Safety Council for medically-consulted injuries in 2019 of \$42,000, they knew they were spending heavily on direct and indirect costs for those visits. Lost work time also affected their productivity.

They went live with the Healthy Roster Virtual Injury Prevention Program in March, which then ran for 60 days.

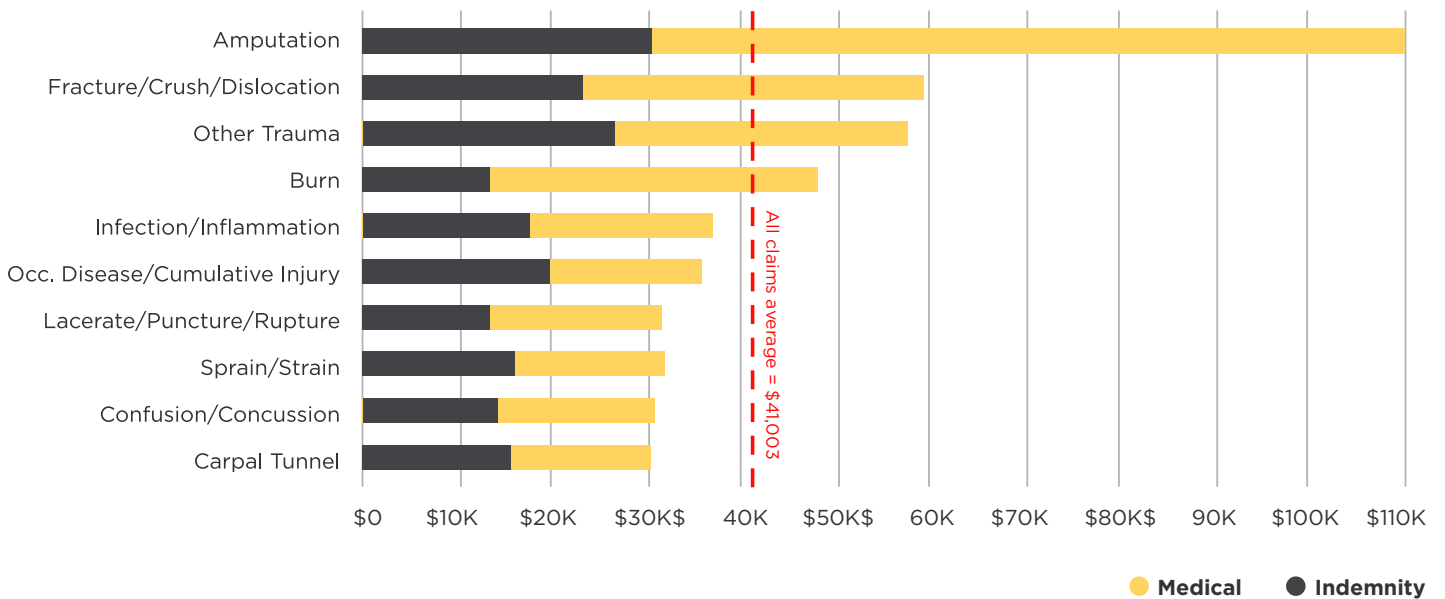
Impact of the Pilot

We implemented our program, where we scheduled individual sessions with small groups of workers. Employees could consult with certified, licensed healthcare professionals via telehealth, mobile app, or hotline for various MSD injuries.

After 60 days, they reported that 6 employees avoided unnecessary medical evaluations for minor incidents. They had 0 employee walkouts for ER visits.

To take a conservative approach on the amount of money that the CPG company saved, we used the National Safety Council estimates for the least expensive incidents from 2017-2018 – repetitive motion wrist injuries – with direct and indirect costs averaging approximately \$25,000 per medically evaluated incidents.²

Workers Compensation Costs by Nature 2017-2018



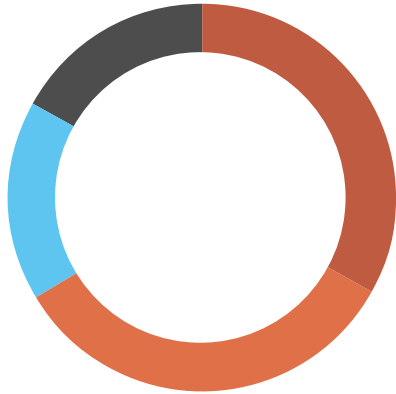
With 6 employees avoiding unnecessary medical evaluations for their minor workplace incidents, we estimate that the company saved approximately \$150,000 in the 60 day pilot – which when annualized would mean a savings of \$900,000 per year. If the company realized the full average cost of each injury at \$42,000, the annual cost would be \$1.51 million per year.

Pilot Performance Metrics

Work Related Incidents

by Body Part

6 employees received triage care through the kiosk between 4/14-6/15



- Abdomen 33.3%
- Forearm 33.3%
- Wrist 16.7%
- Thigh 16.7%

Encounters

by Type

There were 17 encounters over the pilot period as illustrated by the type below



- Work Related - New 37.5%
- Work Related Follow 37.5%
- Ergonomics - Work 25%

Injury Prevention is a Net Income Generator

Not an Expense

Solve Workplace Injury Problems



50%

Reduction in work-related injuries



50%

Decrease in ER Cost



25%

Decrease in days away from work

In the employer setting, you get 24/7 access to work injury specialists to provide preventative care and triage injuries as they occur at the workplace.

Our experts in musculoskeletal injuries are able to assess, diagnose, treat, and rehabilitate an injury when it occurs. In other words, they are uniquely positioned to help companies save on workplace injury costs.

Talk to Healthy Roster to see how we can help you generate more net income with Virtual Injury Prevention

1 U.S. Department of Labor, Bureau of Labor Statistics <https://www.bls.gov/news.release/pdf/osh.pdf>

2 The \$171b figure includes wage and productivity losses of \$53.9 billion, medical expenses of \$35.5 billion, and administrative expenses of \$59.7 billion. This total also includes employers' uninsured costs of \$13.3 billion, including the value of time lost by workers other than those with disabling injuries who are directly or indirectly involved in injuries, and the cost of time required to investigate injuries, write up injury reports, and so forth. The total also includes damage to motor vehicles in work-related injuries of \$5.0 billion and fire losses of \$3.7 billion. Source: <https://injuryfacts.nsc.org/work/work-overview/work-safety-introduction> & <https://injuryfacts.nsc.org/work/costs/work-injury-costs/>

3 NSC injury Facts <https://injuryfacts.nsc.org/work/costs/work-injury-costs/>

50% Reduction in work-related injuries. A national NATA survey of industrial companies who employ injury prevention programs identified a 25%+ reduction in workers' compensation claims for MSK disorders. Half reported a decrease of 50% in work-related injuries.

50% Decrease in ER Cost. Almost half of the companies had emergency room costs reduced by 50% or more and more than 50% reported a decrease in costs associated with workplace injuries. (<https://www.nata.org/press-release/110414/athletic-trainers-provide-high-return-investment-today%E2%80%99s-workplace>)

25% Decrease in Days Away From Work. More than 90% indicated employee days away from work decreased by 25% at their company. (<https://www.nata.org/press-release/110414/athletic-trainers-provide-high-return-investment-today%E2%80%99s-workplace>)