

◆ InsureIntelligence ◆

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Insurance Education Seminars

InsureIntelligence



HOW TO CUT

INJURY COSTS

To succeed as a small business owner you must wear many hats. One of the hats you may not wear as often as you should is the one called "Safety Director". Letting this hat be idle could be costing you money on your workers compensation insurance premium.

As the owner of your business, you have the ultimate control over your workers compensation insurance cost. Getting your employees involved in on-the-job safety in an atmosphere of open communication is a goal that will pay big dividends. Here is a five point program that can guide you in reducing your workers compensation cost.

1. Hiring Practices/Job Description

Pre-employment physicals including a drug screen plus a motor vehicle driving record are the first "filters" to eliminate a potential workers compensation claim. Is the potential employee able to meet the physical demands of the job?

2. Interview Techniques

Check carefully the previous employment record. Attitude evaluation profiles can provide valuable information.

3. Probationary Employment Evaluation

Establish a 90 day probationary employment period to evaluate how safely a new employee performs each aspect of the job description. Many employers use a temporary employment agency to provide workers. If they perform well for 90 days you have the option to hire them on a second 90 day probationary period as your employee.

4. Compensation / Bonus Structure

Reward employees who demonstrate exceptional work habits and perform their job without injury to themselves or their co-workers. If you have a fleet of company vehicles reward safe driving records.

5. Light Duty Return to Work Program

When an employee is injured on the job provide a light duty return to work program subject to the attending physician's approval.

Remember, you set the tone and you can establish a Safety Program that can keep your employees safe. When these programs have your support they are successful and can create a positive work environment and reduce your workers compensation cost.

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