



Physical Abilities Testing: Claims Cost Saving Summary

Post Offer of Employment Testing – Report Metrics:

Ammunition Manufacturer

Program Benchmark Period: March, 2009 through February, 2010

Program Overview:

This employer experienced a significant number of cumulative trauma and sprains/strains injuries in the two year period prior to implementing the BTE Post Offer of Employment Testing (POET) program. Due to the repetitive nature of the work, there was a higher than normal frequency of upper extremity injuries. In addition, the employer knew it would be adding employees through growth and attrition. BTE Technologies was contracted to develop and validate employer specific POET protocols to correspond to the targeted jobs. In addition to using the POET test for new employees, incumbent workers who were applying for an internal transfer to a more difficult job were also required to test in order to ensure they possessed the requisite physical capabilities for the new job.

POET Program Evaluation:

During the twelve month period following implementation of the BTE POET program 181 new hires passed the test. Twelve percent of the new-hire candidates did not meet the required job demands so their conditional job offers were revoked.

Recordable Injuries Mar 2009 – Feb 2010:

	# of Cases	Injury Rate	Cost per Claim
POET Tested New Hires	0	0%	\$0
Existing Employees (not POET tested)	29	7.4%	\$10,313

Total Savings and Costs Avoided:

New Hires at 7.4% Existing Employee Injury Rate	13
Claims Cost Savings	\$134,069
Injuries Avoided at 50% of Non-Hires	8
Claims Costs Applied = Costs Avoided From Not Hiring Failed Candidates	\$82,504
Total Savings + Costs Avoided	\$216,573
First Year Net Return-on-Investment (net of program costs, including start-up)	162%

For every dollar spent on POET program, employer saved \$2.62