

Case Study



Supporting Your Investment in People

When it comes to musculoskeletal disorders (MSDs), the commercial transportation industry experiences a unique set of workplace circumstances that create the perfect storm for increasing both the frequency of injuries and the costs to the employer. A Top 5 For-Hire Carrier was seeing an alarming rate of work-related injuries within their transportation and distribution operations, and needed a solution to help change direction.

The Client:

Top 5 For-Hire Carrier

Number of people we serve:

13,000

Locations Served:

77 Locations in North America

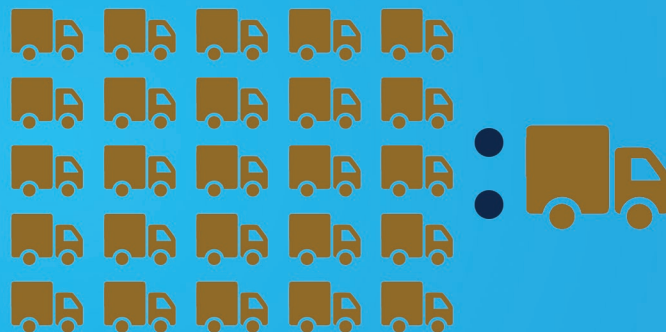
Services Provided:

Pre-Employment Physical Ability Screens



Savings in cost claims:

25:1



“This client needed a solution that was legally compliant, cost-effective, and easily scalable to support their quickly growing national footprint.”

Nick Menkee, Account Manager, Atlas IPS

Our Challenges:

The transportation industry has been researched a lengthy list of safety issues extensively over the years, but those studies have focused on things such as seatbelt use, fatigue, cognition, psychosocial factors, drug/alcohol usage, and work scheduling. Unfortunately, little time has been placed on exploring and developing strategies to reduce MSDs.

With work-related injuries on the rise Atlas IPS began working with this large commercial carrier who prided itself on employee safety. They were seeing injury rates similar to the national average, where the Bureau of Labor Statistics reports 1 out of every 13 truck drivers/distribution workers experience a work-related injury resulting in a lost-time claim.

This carrier, like most others in the industry, was experiencing two unique work characteristics negatively impacting employee safety. High physical demands combined with a turnover rate over 70% caused most of their injuries to be reported within the first 2 years of hire.

With injury rates unacceptable, Atlas was tasked with developing a legally compliant strategy to reduce early seniority injuries, that was both cost effective and easily scalable.



“Early seniority injuries not increased injury-related expenses, but also reduced their capacity and revenue.”

Drew Bossen, Atlas Executive Vice President

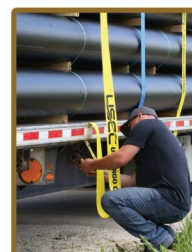
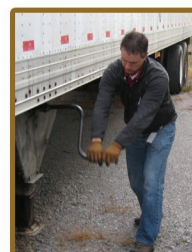
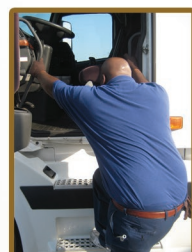
Our Solutions:



Atlas started with an in-depth evaluation of the physical demands of every job which was reviewed and validated by employees and management. Next, Atlas developed physical ability screen protocols that represented the work and could be easily and consistently deployed either at client site or within typical physical therapy clinics. Prior to finalization, the client was asked to define their business goals for the process, considering the often-competing needs of recruiting and safety.

Once defined, Atlas adjusted the protocols accordingly. Atlas then worked with the client on implementation, including human resource policies, communication resources, software configuration, training, and site deployment.

Finally, the protocols were validated with current employees.



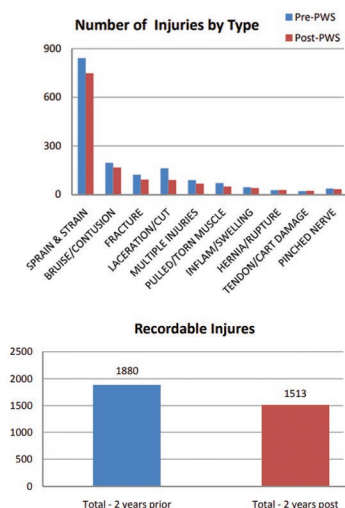
Our Results:

Over the course of the first two years, 19,093 screens were performed on this carrier's job applicants, and 5.4% failed to meet screen requirements. Injury and illness data was reviewed for two two-year time frames: prior to and post implementation.

The data showed that of the top ten injury types, sprains and strains was steadfastly anchored in the number one position for both of the time periods. The data also showed that as a category, sprains and strains had a prevalence of over 4 times the next closest injury type of bruises/contusions.

The implementation of a pre-employment physical function screen protocol reduced sprain and strain injuries which was the primary goal of the program. Surprisingly, the study also found that by hiring generally more healthy employees, a 20% reduction in all recordable incidents occurred.

Finally, it is important to note, especially for the transportation industry, that these outcomes were accomplished while not significantly impacting the carrier's ability to hire employees.



Supporting Your Investment in People

“Uniquely within the transportation industry, we are required to help them reduce injuries but also strike a balance between the competing needs of recruiting and safety. Our years of experience with many fleets and job types allows us to do so easily and in a legally compliant way.”

*Drew Bossen
Atlas Executive Vice President*



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Our comprehensive suite of services and technology, and most of all our strategies, work. You don't have to take our word for it – ask our satisfied customers. They're the ones who can tell you firsthand how our customized solutions have helped them reduce workers' compensation costs, lower injury reports, and improve employee job performance.

Simple, cost-effective solutions that make a measurable difference – it's what we do best, and it's our way of supporting your investment in people.