

Case Study



Supporting Your Investment in People

When new hire injury rates rose to alarming levels and current methods to decrease workplace injuries and their costs were not generating desired results, Manatt's Inc., partnered with Atlas Injury Prevention Solutions (Atlas IPS) to review current hiring practices and recommend new solutions to reduce injury rates.



The Client:

Since 1947 Manatt's has built, paved, and hauled its way across the Midwest. As a multi-generational Redi-mix, transportation, and construction firm, Manatt's has built a lasting legacy of companies through their high standard of hard work and commitment to the community.

Locations Served:

10 Locations

Services Provided:

Physical Ability Screens, AtlasWork™

"Safety matters at Manatt's and it's one of their core values. We needed to get injury rates under control, especially with new hires and had the proven solution to do so."

Nick Menke, Account Manager, Atlas IPS



MSD Claims: 70% reduction in MSD Claims Paid

Our Challenges:

Let's face it, road construction is hard work. Really hard work, in fact. Extreme temperatures, dangerous work environments, heavy physical demands, and high turnover in the workforce make this one of the most injury-prone job occupations out there.

In 2014 Manatt's Inc. was seeing increasing claims and medical costs resulting from musculoskeletal disorders (MSDs), among their workforce. This trend was increasing year over year and upon review, new hires or those with less than 18 months on the job were making up the majority of those claims.

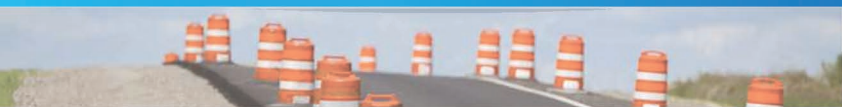
Without prior use of a pre-employment physical function screening program, there was no method to confirm a new hire's physical abilities were in line with the prospective position. This lack of testing was a direct link to new hire injury claims. A new method had to be developed and employed across a geographically broad workforce to reverse this trend.



“With over 175 jobs spread out over hundreds of miles, being able to evaluate and accurately record the physical demands of each position meant we had our work cut out for us.”

Nick Menke, Account Manager Atlas IPS

Our Solutions:



MSD Injuries
OSHA Recordable Events
Claims
Time Away From Work

Atlas began by reviewing the historical data of MSD injury claims and continued with an in-depth evaluation of the physical demands of every job. With a workforce dispersed over hundreds of miles, getting an accurate picture of every job provided a challenge.

“With so many unique job descriptions a solution was needed to house this data and we decided to use AtlasWork™, a web-based solution that helps a company accurately understand, collect, track, and identify injury risk for the physical demands and work procedures of every job,” says Nick Menke, Account Manager with Atlas IPS. “Typically used with our manufacturing clients where job counts are usually high, Manatt's was a perfect candidate to also utilize the benefits of this innovative platform.”

With an accurate account for every job, a new Pre-employment Physical Function Screen could be developed to now test applicants to each position. “The ability to recognize who is going to be able to handle the job physically before sending them out to the jobsite was going to be a huge win for Manatt's. We knew they would see results in a short amount of time,” says Menke.

Our Results:

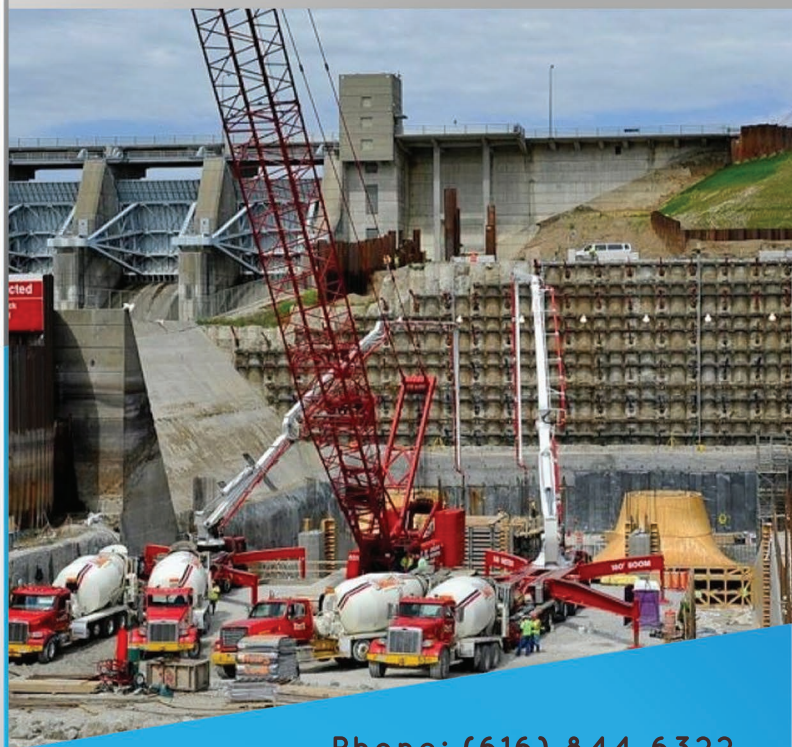
With an accurate Pre-employment Physical Function screening program now in place and a central software platform to review and track information, Manatt's could see positive program performance results right away.

Testing initially started at their headquarters twice a week, which also allowed the client to conduct all orientation needs under one roof, reducing new hire orientation timelines. Seeing the benefits of this new program the client decided to incorporate nine separate physical therapy clinics as remote testing centers, which improved the overall hiring experience for candidates and significantly decreased costs in regards to time lost traveling to just one testing facility.

Since employing our program Manatt's has seen a 70% reduction in MSD claims. "Making sure we are putting their employees in the best position we can to succeed is at the core of our program," says Menke. "Safety matters at for us and Manatt's— we care about the employees and companies we interact with. We all live and work together and making sure we all are healthy and safe is paramount."

"Keeping employees healthy on the job has been key to retention and attracting new hires. Our employees are the ones who keep our company going. Getting them home safe and sound, everyday, is our top priority."

Safety Director – Manatt's



Phone: (616) 844-6322
Email: info@atlas-ips.com
Web: www.atlas-ips.com

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.