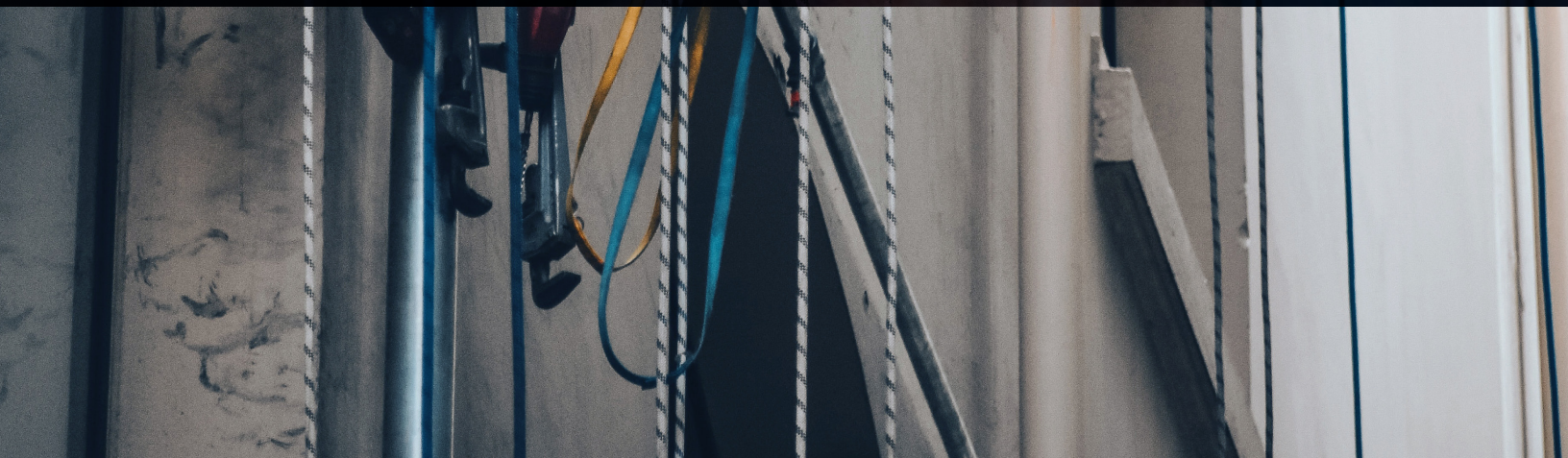




WORKPLACE
SAFETY SCREENINGS

OCCUPATIONAL HEALTH MANAGEMENT:

Protecting your employees,
protecting your bottom line





Your Employees Are Your Business, Whatever Business You're In

It's 2019, and the U.S. economy is again in a cycle of low unemployment, which means that employers are striving to keep their current employees and struggling to find new ones. In these economic cycles, occupational health management, team building, and benefits are high-interest items. However, the reality is that smart employers are aware that taking care of their employees and keeping the best employees on the team is a priority continually. Occupational health management helps employers protect their team, increase productivity, and reduce unemployment claims by monitoring the environment and employees' health, reducing the incidents of accidents in the workplace, and providing solutions to protect employee health. The costs of ignoring occupational health are very real.

The Cost of Inaction for Employers

Occupational Health Management is regulated, in part, by certain industries, but the implementation of a complete occupational health management program has proven financial benefits and team morale. Conversely, the cost of inaction is extremely high and proven as

well. Accident reduction, employee health improvement and improved productivity are three key benefits of an occupational health management program.

Accident Reduction & Improved Safety

One of the key benefits of occupational health management is accident reduction. By creating a safer workplace, employers can protect their team and their bottom line.


- Employers paid \$51.1 billion in 2010 — nearly \$1 billion per week — for direct workers compensation costs (medical plus indemnity) for the most disabling workplace injuries and illnesses
- Each prevented lost-time injury or illness saves \$37,000, and each avoided occupational fatality saves \$1,390,000¹
- According to the Centers for Disease Foundation, worker illness and injuries cost U.S. employers \$225.8 billion annually, or \$1,685 per employee.²
- “Workplace incidents cause an enormous amount of physical, financial, and emotional hardship for individual workers and their families. Combined with insufficient workers’ compensation benefits and inadequate medical insurance, workplace injuries and illnesses cannot only cause physical pain and suffering but also loss

1 injury facts, 2013 edition. National safety council, itasca, IL.

2 <https://www.entrepreneur.com/article/309685>

3 injury and illness Prevention Programs White Paper (January, 2012). occupational safety and Health Administration.

4 injury facts, 2013 edition. National safety council, itasca, IL.



“We find that workplace wellness programs can help contain the current epidemic of lifestyle-related diseases, the main driver of premature morbidity and mortality as well as health care cost in the United States.”⁶

of employment and wages, burdensome debt, inability to maintain a previous standard of living, loss of home ownership, and even bankruptcy.”³

Several lawsuits in 2018 against employers for personal injury were more than \$100 million, and one of [the top lawsuits was against Monsanto for \\$289 million](#). In 2017, there were [more than 800,000 lawsuits](#) against employers for worker’s compensation claims. The number of claims, as well as the frequency of such claims being filed, continues to increase annually. The impetus is on employers to protect their workers from accidents, and occupational health management is the best way to do that throughout a business. If just one workplace injury can be avoided through an investment in safety on average it saves your company \$37,000.⁴ Additionally, occupational health management can help employers improve the health of their team members.

Improved Employee Health

While the responsibility for employee health ultimately rests in the hands of the employee, employers can provide tools to help each employee become healthier. The weight loss and smoking cessation programs of yesteryear have been improved upon in the 21st century, with employers offering wellness programs as simple as vaccines and health screenings or as complex as nap pods and in-

office yoga sessions. On Jan. 1, 2019, the [AARP vs. EEOC](#) ruling ultimately caused the elimination of regulations on wellness programs; however, it is likely this ruling will only create a free market for a short time. [Forbes predicts that regulations will be back in force by 2020](#). This does give employers more freedom for now in their wellness program to evaluate some of the more popular trends in employee wellness program, including mindfulness and financial well-being educational classes. More than 9 in 10 organizations offer at least one wellness initiative.⁵

We are living in a society in which health is becoming increasingly important because of the lack of it. Workers, both in the U.S. and internationally, are getting older, and those workers also tend to be overweight, with 52% of workers reporting obesity or overweight, and 76% are struggling with their physical health, according to a recent study by the WHO. Employers who have leaned into this health crisis have seen improvements, and these improvements to their employees’ health also impact their workplace. Workplace wellness programs result in significant decreases in health care costs including a savings in medical costs ranging from \$11 to \$626 per year per person. Additionally, Soeren Mattke, lead author of the Rand

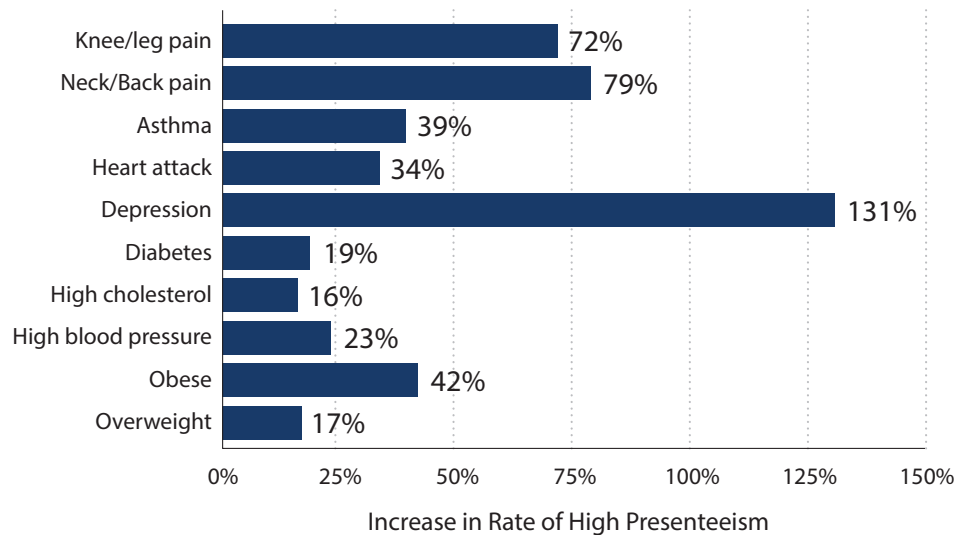
5 <https://www.ifebp.org/bookstore/workplacewellness/Pages/default.aspx>

6 <https://www.wellsteps.com/blog/2018/01/06/workplace-wellness-statistics-wellness-stats/>

7 <https://www.wellsteps.com/blog/2018/01/03/employee-health-and-productivity/>

8 <https://www.wellsteps.com/blog/2018/01/03/employee-health-and-productivity/>

9 <https://www.entrepreneur.com/article/309685>



Report, pointed out that workplace wellness is on the forefront of protecting the health of society as a whole.


Improved Productivity

Productivity is an all-important measurement in business, and occupational health management can help your employees be more productive every day through improved well-being and focus. Numerous studies have been done on productivity, and one of the most interesting trends is presenteeism. Presenteeism is when the employee is at work, but not working.⁷ Presenteeism, increasingly easy to hide for knowledge workers sitting at a screen filled with choices other than work, is more often seen in employees with poor health.⁸ For every dollar spent on a workplace wellness program, the company saved \$3.27 because of reduced healthcare costs, thereby also reducing the occurrence of presenteeism in the workplace and getting the team back to work. The more obvious loss, employee absenteeism, is also costing employers thousands each year. Lack and loss of productivity due

to health reasons can also lead to absenteeism. According to a CDC study, absenteeism costs small employers between \$16 and \$81 per employee annually, and large employers between \$17 and \$286.⁹ Employees who are not working, or not working well, are costing their employers every day. Employers are seeking to reduce the costs of absenteeism, presenteeism, poor employee health, and accidents with an occupational health management program.

Improved Health, Improved Safety, and Improved Productivity Possible with Occupational Health Management

Occupational Medicine is most simply, the area where companies, employee's health and medicine overlap. In order to manage employee health and mitigate your organization's liability exposure, you need an effective mechanism to monitor employee medical information, including immunization and exposure records. Built by occupational health nurses and health and



safety experts, WSS Occupational Health Management solution helps you improve employee health and productivity and meet regulatory requirements.

Businesses in every vertical need an occupational health management program. Whether your primary focus is increasing productivity or protecting your employees from the environmental hazards of the job, WSS can help. The elements of a complete occupational health management program may include:

- Workplace and environmental screening
- Ongoing employee health screenings
- Reporting agency requirements

Workplace and Environmental Screenings

A healthy workplace is an absolute necessity for healthy employees. In the earlier mention of workplace lawsuits, the Monsanto case was caused by repeated and required contact of carcinogenic elements in the execution of workplace duties. A responsible employer will be aware of the workplace environment and how it is impacting the employees through screening and surveillance. And, we all remember the Simpson's episodes of the '80s, with the effusion of workplace donuts and the moveable radioactive bar. Your workplace will determine what you need to do to protect your employees.

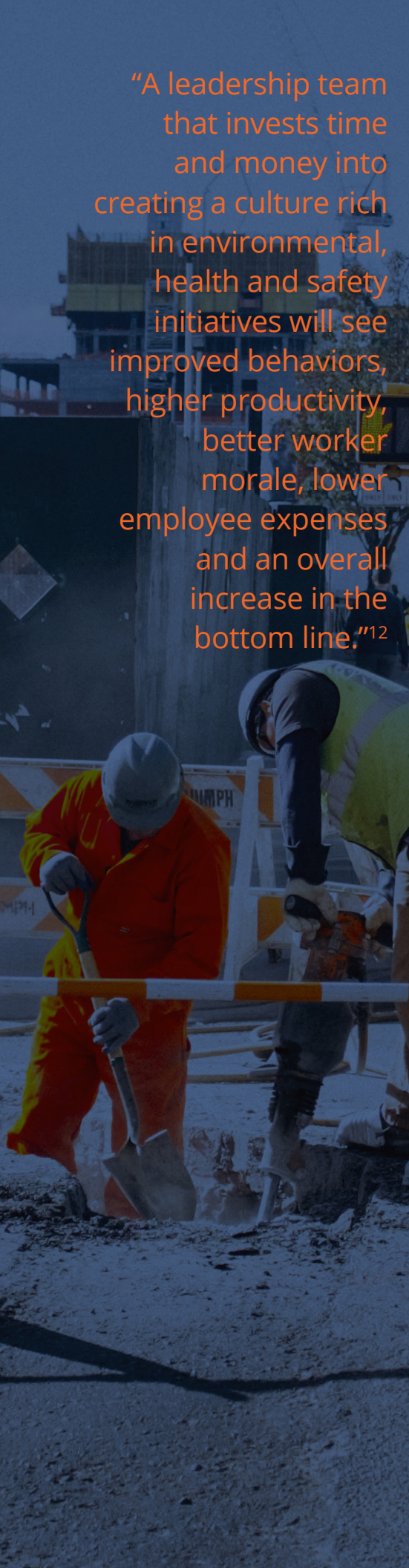
In an office, many of the hazards you will be looking for are ergonomics, fire safety, and office designs. Even cleaning services advertise their ability to help employers with office health by eliminating bacteria and viruses as well as spills (just think of the hazards of the office fridge!).

In a construction business, haz mat service, shipping business or other blue-collar work environment, employers have a more extensive responsibility to their employees. While the ergonomic and cleanliness requirements still exist, OSHA has other requirements to keep employees safe. Some of the tests offered by WSS include audiometric testing and fit testing. Audiometric testing is an evaluation of a person's ability to hear in order to understand whether a worker's hearing is being impaired as a result of job-related activities. Fit testing is a 3-step process, and we can work with you to ensure all testing is complaint and completed within the required time period. The tests can be completed on-site or at our facility.

The office or work environment must be a safe place for employees, and the employees' health should also be monitored before they begin and continue improving during their tenure at the workplace.

Ongoing Health Screenings

WSS works with employers to test employee health before they begin working to assess their fitness for a specific job,



“A leadership team that invests time and money into creating a culture rich in environmental, health and safety initiatives will see improved behaviors, higher productivity, better worker morale, lower employee expenses and an overall increase in the bottom line.”¹²

and we continue to monitor employee health throughout their employment period, managing all health records so that employers are easily able to meet any and all audit requirements. Additionally, WSS can provide preventative care by request for employers to improve employee health, such as annual flu vaccines recommended by the CDC.

Pre-placement and post-offer exams are often regulated by the governing DOT mode for transportation workers, and WSS is licensed to administer and report fitness testing for all 6 modes. While meeting well-executed fitness test also offers the following benefits:

- assures safe assignment in the workplace.
- helps limit exposure in a workplace injury claim by creating a comparison of pre- and post-injury impairments.
- Meets reporting requirements for annual audits

A standard DOT physical includes the following requirements, and each mode may or may not have additional testing and reporting requirements. A standard physical takes only 15 minutes and must be repeated every two years.

- Medical history
- Physical exam

- Vision test
- Hearing test
- Urinalysis
- Physical exam interpretation

WSS also offers the flu vaccine seasonally. Rather than expecting your employees to take initiative and get their own flu vaccine at Wal-green's or CVS, employers can bring in the WSS team to vaccinate all their employees on-site and for a lower rate than is available to individuals.

Reporting agency requirements

In the field of occupational health management, the two major reporting agencies are the DOT and OSHA. These two agencies impact almost every business, and lawsuits have been filed against employers in every vertical. OSHA continues to ramp up its enforcement efforts for companies ignoring safety, conducting nearly 41,000 inspections resulting in over 96,000 safety and health violations in 2010 – a 15% increase over the previous 5-year period.¹⁰ One of the best way employers can avoid running afoul of these agencies is by working with an expert team that will work cooperatively to design a program tailored to the business, employ trained medical professionals to perform the test, and maintain all records in a HIPAA-approved platform.

10 injury and illness Prevention Programs White Paper (January, 2012). occupational safety and Health Administration.

11 Aldana, s. g., Anderson, d. r., Adams, t. B., Whitmer, r. W., Merrill, r. M., george, v., & Noyes, J. (2012). A review of the knowledge base on healthy worksite culture. Journal of Occupational and Environmental Medicine, 54, 414-419.

12 Aldana, s. g., Anderson, d. r., Adams, t. B., Whitmer, r. W., Merrill, r. M., george, v., & Noyes, J. (2012). A review of the knowledge base on healthy worksite culture. Journal of Occupational and Environmental Medicine, 54, 414-419.

"If you haven't yet chosen to implement an occupational health management program, it's time for a change."


If Your Employees are Your Business, How's Business?


If you haven't yet chosen to implement an occupational health management program, or you are lacking elements that could improve the health, and thereby the productivity of your team, it's time for a change. A leadership team that invests time and money into creating a culture rich in environmental, health and safety initiatives will see improved behaviors, higher productivity, better worker morale, lower employee expenses and an overall increase in the bottom line.¹¹ Ignoring your employees could cost you your business. It's time for a change.



Workplace Safety Screenings

Workplace Safety Screening is a partner for Houston businesses in increasing safety and productivity, reducing liability through employment screening, including background checks, drug testing, and occupational health management.

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