



Work-related injuries are a significant cost to employers, insurance companies and the injured worker. The least costly injury for all parties is the one that **never** happens.

Post-Offer Employment Testing (POET)

It is important to recognize that the earliest opportunity to affect future claim costs is during the employment application process. POETs have also been called Physical Abilities Testing, Pre-placement Testing, Physical Demands Testing and Worker Selection Testing. The goal of employment testing has always been to hire individuals physically capable of doing the job.

POET COMPONENTS

- Medical History
- Musculoskeletal screen
- Physical demands test
- Job-specific test
- Postural and positional tolerance test
- Tests are validated and thoroughly documented
- Tests are EEOC and ADA compliant and legally defensible

WHAT ARE EMPLOYERS' NEEDS WHEN HIRING?

- To comply with all federal legislation
- To hire healthy and productive workers
- To ensure workers are placed in jobs they are capable of performing
- To reduce injuries and associated costs

WHAT EMPLOYERS MAY EXPECT FROM A POET PROGRAM?

- Pass / Fail Rates average 7 – 12%
- Average of 50% reduction in workplace injuries during 1st year
- Reduced insurance modifier rates
- Reduced loss time
- Increased worker productivity
- Decreased turnover
- Diminished incidences of fraud and abuse
- SAFER employees

SINCE THE RESULTS OF FUNCTIONAL TESTS CAN BE USED IN THE HIRING DECISION, CERTAIN LEGAL STANDARDS AND LAWS MUST BE CONSIDERED WHEN SETTING UP A POET PROGRAM:

- Uniform Guidelines of Employee Selection Procedure
- Title VII – Civil Rights Act of 1964
- Age Discrimination in Employment Act (1967)
- Americans with Disabilities Act – (1990)