BRIOTIX® HEALTH

CASE STUDY:

Improving Workplace Safety Through Smarter Hiring

The Challenge: Reducing Injuries in Physically Demanding Jobs

Musculoskeletal disorders (MSDs) are a leading cause of injury in physically demanding roles, especially during the first two years of employment. For one multi-site Canadian dairy processor, these injuries led to costly downtime, high turnover, and constant retraining.

With hundreds of physically varied roles from heavy lifting to repetitive tasks, leadership needed a consistent way to understand job demands and improve hiring standards across all facilities, despite operational differences.

The Solution: Data-Driven Testing for Better Hiring Decisions

To ensure new hires were physically capable of safely performing their roles, Briotix Health implemented a two-step process starting with validated job analyses and followed by tailored post-offer testing.

Step One:
Job Demands Analyses (JDA)

JDAs clearly define the physical requirements of each role. These analyses served as the foundation for designing job-specific, legally defensible Post-Offer Employment Tests (POET).

Step Two:
Post-Offer Employment Testing (POET)

Using the JDAs, Briotix Health developed customized POETs to assess whether candidates could safely meet the demands of the job.

A centralized software system streamlined scheduling, secured data sharing, and delivered consistent reporting across all sites. Giving Human Resources, safety teams and other needed parties reliable, real-time insights.

The Results: Fewer Injuries, Stronger ROI

Injury data was collected on the same jobs at both POET and non-POET locations, with the same number of employees and jobs allowing for a direct comparison of outcomes.

Outcomes:
- Over 800 POETs were completed at two locations
- Sites using POET reported a 4:1 return on investment
- Non-POET sites experienced 4x more MSD-related incidents

ROI ANALYSIS
Total MSK Incidents of the same job in POET vs Non-POET Locations Over Two Years

POET Locations		Non-POET Locations	
Location 1:	**8**	Location 1:	**77**
Location 2:	**20**	Location 2:	**65**
Total MSK Incidents:	**28**	Total MSK Incidents:	**142**

Parameters used for analysis:
Control groups chosen based on location (Ontario) and simular number of employees per location
Locations selected for best control comparison to POET locations with like jobs
All incident data from POET and Non-POET control groups filtered to include only MSK claims in employees with < 2-year Length Of Employment

Program Questions?
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