

Determine if Post Offer Employment Testing (POET) is Right for Your Company

A FOUR STEP GUIDE



Before You Begin

This guide is intended to help you determine if a Post Offer Employment Testing (POET) program is a good fit for your organization to address high incidence rates, claims costs, and lost productivity.

If at any time you have questions or want assistance determining the best solution for your organization, our experts are here to help. Connect with a Briotix Health Solutions Advisor about workplace injury prevention and safety on our website (www.briotix.com/employment-testing)!

How POET works

After the job offer, candidates are scheduled to complete a physical abilities tests which is designed to mirror the physical requirements of specific job tasks. Candidates who are not able to meet the minimum physical requirements of the job tasks, are not eligible for the position.

The Benefit of a POET Program

POET helps companies quickly and legally identify if a new-hire candidate can complete the physical job tasks associated with their position after a job offer but before they start working. This prevents hiring candidates who are unable to safely do the job and who are more likely to become injured, especially in early tenure.

POET programs save companies time and money by reducing (1) incidence rates and the likelihood of new-hire injuries, (2) workers' compensation claims costs, (3) lost productivity, and (4) the costs associated with recruiting and training new hires.





STEP ONE: Review current hiring patterns

1. Do you hire seasonally or regularly bring in large surges of employees through pool hiring?

Yes*

No

Sometimes*

If yes, you may be more likely to encounter candidates who are deconditioned due to having been out of the workforce. When new hires have been out of a physical work environment for as little as three weeks, research shows there is a greater risk that he or she has started to physically decondition and may not be prepared to complete the physical demands of a job.

2. Do you experience high early turnover?

Yes*

No

High turnover in the first few weeks of employment can be an indicator of employees who are not prepared for the workload offered by the position. POET can drastically reduce turnover costs by evaluating if an employee is physically ready to complete all job tasks before they are brought onto your team and go through valuable training or experience an injury.



STEP TWO: Evaluate effectiveness of current new hire screening process

3. Does your company currently require a physical abilities test?

Yes

No

4. If yes, is your current new hire screening and/or testing designed and validated to be legally defensible?

Yes

No*

Legal defensibility is essential in any hiring practice! Talk to your legal team if you are unsure about the legal defensibility of your current practice.

For guidance from the U.S. Equal Employment Opportunity Commission on common issues relating to federal anti-discrimination laws, visit www.eeoc.gov/laws/guidance/employment-tests-and-selection-procedures.

5. Is your current new hire physical abilities test effectively screening out potential injuries?

Yes

No*

HOW TO KNOW: If you currently have a physical abilities test for new hires, evaluate your pass/fail rate. An appropriate POET program fail rate should be between 10% - 20% to ensure companies are screening out likely injuries.

Fail rate = ____ %



STEP THREE: Determine the timeframe in which your employees suffer injury

6. Does your company experience a high number of injuries among new hires?

Yes*

No

HOW TO KNOW: Review your loss run data for the prior three-year period. Include the date of hire and date of loss to calculate what percent of the employees injured were new hires (0-24 months after date of hire).

An acceptable percent can vary depending on your unique employee makeup, but anything over 30% of your total injuries should generally be considered a red flag.

New-hire injuries = ____ % of total injuries

If injuries are occurring within the first 24 months from hire, the candidate may have been underprepared for the physical demands of the job tasks. POET is an excellent tool to help reduce the number and severity of musculoskeletal injury claims.

By contrast, if your employees' injuries occur to more seasoned/longer-tenured workers, aging workforce issues may be present. A POET program would not be the best solution to address those injuries, but rather updated physical demands analysis, improved return-to-work support, and injury prevention solutions may be needed (more at www.briotix.com/industrial-sports-medicine).



STEP FOUR: Evaluate what types of injuries your company experiences

7. Are the types of new-hire injuries that your company experiences, injuries that could be effectively addressed by a POET Program?

Yes*

No

HOW TO KNOW: Injuries such as sprains/strains, overexertion, and repetitive or bodily reaction can all be effectively screened for with POET protocols, whereas injuries from contact, cuts, abrasions, inhalation, or burns should be addressed with a job hazard analysis and comprehensive *workplace injury prevention program*.

Review the types of new-hire injuries that your company has experienced in the last three years.* If the number of injuries that could be effectively screened for with POET make up more than 30% of your total, a POET program is strongly recommended.

*New-hire injuries are injuries that an employee suffers within 0-24 months after date of hire. If you are not able to isolate new-hire injuries, then use your total injury percentages.

Injuries that could be effectively screened by POET = ____ % of total injuries



NOW WHAT?

If any of your answers to these questions were red flag indicators (*), you should consider a POET program to address your employee retention, and new-hire injury challenges.

Briotix Health's BTE Post Offer Employment Testing solution is designed to maximize your return on investment. Our testing is fine-tuned to each company and job to reliably detect your next injury before it becomes a problem for you.

We ensure standard implementation of testing protocols regardless of testing location, and offer quality assurance checks as needed. We provide both equipment and non-equipment-based tests to meet the needs of your company.

With our POET solution, you can be sure that you are hiring people who are physically equipped for the job, identify risk factors that can lead to injury or poor performance, and improve your workforce's overall performance and safety. And, most importantly, our POET solution is 100% legally defensible and has been upheld in all court challenges.

To learn more about the Briotix Health POET solution and our other functional employment testing services, and to talk with a Solutions Advisor about your companies unique needs, visit www.briotix.com/employment-testing.