

### **Post-Offer (Pre-Hire) Functional Screening**

#### **A Remarkable Return On Investment**

Most strain and sprain injuries occur because workers are not physically capable of the work they were hired to perform. Hiring workers who can perform the physical demands of the job with certainty is the best injury prevention money can buy. In fact, a recently published study projected savings of \$18 for every dollar spent on post-offer screens! It's hard to beat that kind of return on investment.

#### **Legal Defensibility**

When it comes to post-offer screenings nothing is more important than the accuracy of the screens and the job demands analysis upon which they are built. With ErgoScience you have solid research to back both the job demands analysis and the screenings, making your decision legally defensible. Post-offer screens must be job-specific and customized. When it comes to post-offer screens, one size does not fit all. ErgoScience documents every step of the post-offer screening development process:

- Reviewing company hiring practices and injury data
- Performing job analysis
- Developing screens, minimal requirements and protocols
- Training Human Resources personnel and local clinics
- Pilot testing current employees
- Implementation of screening
- On-going statistical analysis of screening results

Each of these steps is extremely important in order to do it "right" the first time. With experience developing screens for employers that range from small local companies to large multi-national corporations, we have an experienced team of professionals who can act quickly to develop an expedient roll out.