

# Is New Help Hurting?

## Why Safety Orientation Training Matters

Introducing new faces to your workplace can bring much needed help, but they can also bring increased costs if you're not careful. New hires pose serious workplace safety risks, if not properly trained.



In 2023, NEW HIRE LOST TIME CLAIMS accounted for more than \$44 million, or just over 35% of MEM's TOTAL LOST TIME CLAIMS of nearly \$130 million.

MEM's three year average  
NEW HIRE LOST TIME CLAIM  
costs

# \$52,200

# 2 in 5

MEM LOST TIME CLAIMS involved a new employee.

Average Entry Level Salary



Entry Level  
Roofer

**\$38,098**



Home  
Health Aide

**\$26,325**

\*salary.com

NEW HIRE  
CLAIMS PER  
INDUSTRY



Transportation – 49%  
Manufacturing – 44%  
Construction – 40%  
Healthcare – 40%

\*Bureau of Labor



# 20%

The amount you might expect your work comp premium to increase over the next 3 years after one severe new hire claim.

Start by spending just  
**4 HOURS TRAINING**  
new employees and you  
**COULD SAVE THEIR LIVES  
AND YOUR BUSINESS.**

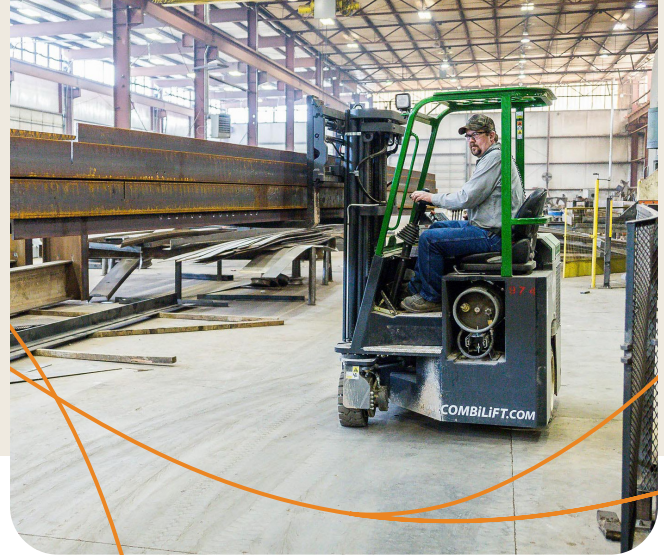


Contact Safety & Risk Services at [safety@mem-ins.com](mailto:safety@mem-ins.com) to help train your newly hired employees and protect your business.

*New hire data is based on MEM experience and is defined as having been on the job for less than one year.*

# Expert Insights

## Top on the Job Injuries, Resources to the Rescue



In 2023, the most common causes of MEM's workplace injury (lost time only claims) remained consistent with previous years.

Claim causes vary whether you're slicing the data by number of claims or claims costs, but the top three are the same:

- Slips, trips and falls (29%)
- Strain or injury by (28%)
- Struck or injured by (16%)

While motor vehicle accidents (MVA) did not make up a large portion of total claims, this category did make up a significant portion of claims costs, indicating the high severity levels so common with vehicle incidents. MVAs are the cause of just eight percent of lost time claims, but resulted in 21% of incurred loss.

### RESOURCES TO HELP

We provide comprehensive workplace safety resources at your fingertips. Check out our valuable resources including:

- Slips, trips and falls
- Safe lifting
- Heavy machinery
- Hand and power tools
- Ergonomics
- Defensive driving
- Post Offer Employment Testing (POET)

### NEW HIRES BRING NEW INJURIES

New hires, employees in their first year on the job, pose an increased risk of injury. According to data from the Department of Labor, only 23% of employees are in their first year on the job, yet over 40% of injuries happen in the first year for MEM policyholders. In 2023, MEM's average new hire lost time claim costs were \$52,200. Compare this to the average entry level salary of \$38,098 for a roofer or \$26,325 for a home health aide.

If you think the financial cost of a new hire lost time claim seems devastating, imagine being a family member of one of the 37 new hires insured by MEM who didn't make it home from their new job during the last five years. MEM wants to make sure every employee makes it home from work safe each night. Keep your employees on the job — productive and injury-free.



## LISTEN TO OUR PODCAST

[mem-ins.com/podcast](https://mem-ins.com/podcast)

Topics include: drug and alcohol testing upon hire, establish high safety expectations, take time for quality on-boarding and follow up, safety training, and care about people more than the job.

# Hire Right Checklist

## Five Simple Steps to Hire Right



After one severe new hire claim, you might see your work comp premium increase 20% over the next three years. That's why hiring a new employee is an important decision for your business. You want to make sure the employee is a good fit for the job and your company, not an added expense. Follow these tips from MEM during the hiring process to minimize the risk of hiring a costly claim.

- 1. CONDUCT AN IN-DEPTH INTERVIEW.**  
Ask the candidate open-ended questions to see how they would react in certain situations. Examples include:
  - Tell me about a time when you had a conflict with a boss or co-worker. How did you handle it?
  - What's the biggest challenge you've had to overcome in your career?
- 2. DO A THOROUGH BACKGROUND CHECK.**  
Include job-related injuries, substance abuse and any safety records as part of this check.
- 3. VERIFY PRIOR EMPLOYMENT AND CONTACT REFERENCES.**  
Get the employers' thoughts and pay close attention to gaps in employment history.
- 4. ADMINISTER A SKILL AND PERSONALITY TEST.**  
These tests evaluate competency and personality characteristics associated with work ethic and are one of the best ways to assess the fit between a job and a candidate.
- 5. MAKE A CONDITIONAL JOB OFFER AND REQUIRE A DRUG SCREENING.**  
This offer should be contingent upon the employee's ability to perform the essential job functions. Post Offer Employment Testing can help.

*This checklist is for informational purposes only and should not be construed as providing legal advice. No actions should be in conflict with state and federal laws.*

# Post Offer Employment Testing (POET)

Protect Your New Hires and Save



New hires can pose serious workplace safety risks. According to the Occupational Safety and Health Administration, 40% of injured employees have been on the job less than one year. At MEM, two in five lost time claims involves a new employee, with an average claim cost of \$52,200. That's why it's so important to invest in the safety of your new hires.

MEM's Post Offer Employment Testing (POET) program, powered by WorkSTEPS, helps protect your new employees. By matching an employee's functional capabilities with essential job functions, POET helps you keep your new hires on the job, saving lives and money.

When you invest in safety to reduce your losses, you're protecting your most valuable assets — your employees.

## BENEFITS

- Reduction of injuries on the job
- Higher productivity
- Increase in employee retention
- Low turnover costs (hiring, training, etc.)
- Objective hiring data
- Reduction of e-mod, lowering premium
- Reduction of lost work days

## INTERESTED?

Contact Safety and Risk Services at [safety@mem-ins.com](mailto:safety@mem-ins.com) or 888.499.7233.



## HOW IT WORKS

1. Contact WorkSTEPS at 512.617.4100 or [testing@worksteps.com](mailto:testing@worksteps.com) to establish a contract and select a local provider.
2. WorkSTEPS helps you with the process, including preparing the job description and developing the job task analysis.
3. Set an appointment online when you have a new hire.
4. Employee goes to the appointment for testing.
5. Clinic provides you a report that indicates if the employee is deemed capable of performing the job.

# New Hire Safety Orientation Checklist

NEW HIRE SAFETY ORIENTATION	COMPLETED			DATE COMPLETED
	YES	NO	N/A	
<b>POLICY STATEMENT:</b> Safety and Health Policy Statement				
<b>INCIDENT/ACCIDENT INVESTIGATION:</b> Prompt Reporting, Injury Reports/Forms, Corrective Actions, etc.				
<b>DRUG AND ALCOHOL POLICY:</b> Post Offer, Post Incident, Random, Reasonable Suspicion, etc.				
<b>RETURN TO WORK POLICY</b>				
<b>MOTOR VEHICLES:</b> Seat Belt Policy, No Cell Phone/Distracted Driving Policy, Driver Safety Rules, Pre/Post-Trip Inspections, Preventative Maintenance, etc.				
<b>SLIP/TRIP/FALL ON SAME LEVEL:</b> Footwear, Housekeeping, etc.				
<b>LADDERS:</b> Inspection, Proper Ladder Selection, Three Point Contact, Proper Setup, etc.				
<b>FALLS FROM ELEVATION:</b> Fall Protection Requirements, Inspection of Equipment, Three Point Contact when Climbing On/Off Vehicles and Equipment, etc.				
<b>SCAFFOLDS:</b> Inspection, Planking, Proper Footing, Fall Protection, Load Limits, etc.				
<b>ROOF WORK:</b> Inspection, Fall Protection, Protection from Holes/Skylights, etc.				
<b>ELEVATED WALKWAYS/PLATFORMS:</b> Inspection, Proper Access, Fall Protection, Guardrails, etc.				
<b>MOBILE LIFTS:</b> Inspection, Load Limits, Fall Protection, Keep Feet on the Floor, Retract Prior to Traveling, etc.				
<b>FORKLIFTS:</b> Inspection, Seat Belt Use, Safe Operating Speed, Don't Overload Equipment, Proper Fueling/Recharging, etc.				
<b>MACHINE GUARDING:</b> Tool/Equipment Guarding, Interlocks, etc.				
<b>LOCKOUT/TAGOUT:</b> Inspection, Authorized Employee(s), Affected Employee(s), Proper Procedures, Use of Locks and Tags, etc.				
<b>PERSONAL PROTECTIVE EQUIPMENT (PPE):</b> Head Protection, Eye/Face Protection, Hand Protection, Hearing Protection, High Visibility/Reflective Apparel, etc.				
<b>TRENCHING/EXCAVATION:</b> Competent Person, Underground Utility Locates, Inspection, Soil Classification, Cave-In Protection, Access/Egress, etc.				
<b>CRANES/HOISTS:</b> Inspection, Outrigger Use, Load Limits, Rigging Equipment/Condition, etc.				

NEW HIRE SAFETY ORIENTATION	COMPLETED			DATE COMPLETED
	YES	NO	N/A	
<b>LIFTING:</b> Proper Lifting Techniques, Use of Material Handling Equipment, Team Lifting, Max Lifting Weight, etc.				
<b>CONFINED SPACE:</b> Inspection, Use of Direct Reading Instrument, Permit System, Ventilation, Fall Protection/Rescue Device, Authorized Entrant, Attendant, and Entry Supervisor, etc.				
<b>HEAVY EQUIPMENT:</b> Inspection, Three Point Contact when Climbing On/Off, Seat Belt Use, Underground Utility Locates, etc.				

This document is a sample checklist to get you started on safety training. You should incorporate conditions specific to your industry and any state, federal or local regulations. Cover these items during an employee's first 30 days and follow up 60 or 180 days after hire. Ensure the employee understands and address any gaps with additional training.

EMPLOYEE SIGNATURE: \_\_\_\_\_

EMPLOYEE PRINTED NAME: \_\_\_\_\_

INITIAL DATE: \_\_\_\_\_ FOLLOW UP DATE: \_\_\_\_\_

DEPARTMENT/LOCATION: \_\_\_\_\_

SUPERVISOR SIGNATURE: \_\_\_\_\_