



OCCUPATIONAL HEALTH PROGRAMS: IN-HOUSE OR OUTSOURCE?

Occupational health deals with all aspects of health and safety in the workplace – but how does it really make an impact in the grand scope of your business?

In this whitepaper, you'll learn 3 components of an organization that's most affected by an occupational health program, and how you can meet these challenges with a streamlined solution.



WHAT IS OCCUPATIONAL HEALTH?

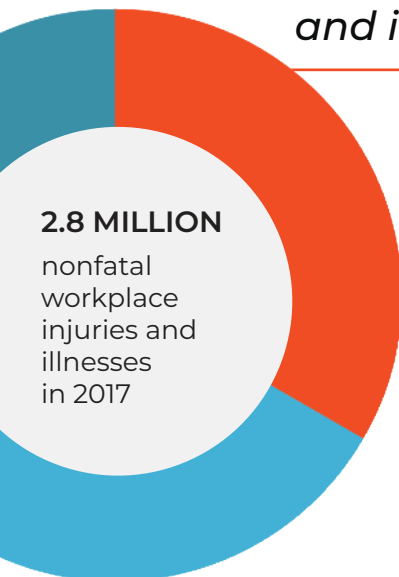
Occupational health encompasses all aspects of safety and health, with a strong focus on prevention of hazards. Companies that hire and maintain employees that are **healthy** and **physically capable** to do their job experience lower injury rates, higher production and an overall increase in morale.

Axiom Medical views this as the **Employee Health Journey.**

How can employers achieve a **healthier** and more **competent workforce**?

With an occupational health program that encompasses all aspects of employee health from pre-hire through end of service and beyond.

*1/3 of those nonfatal injuries and illnesses resulting in **lost time***



Internal Resourcing vs. Outsourcing

The U.S. Bureau of Labor Statistics reported there were 2.8 million nonfatal workplace injuries and illnesses in 2017, with one-third of those nonfatal injuries and illnesses resulting in lost time.

The direct cost of an employee injury is just the tip of the iceberg:

an employer often has to stretch their resources to meet the operational and compliance challenges that are stemmed from the injury. How will you best manage the demands and facilitate a **safe work culture** without the **proper, preventative** resources in place? Relying on an internal resource(s) is a short-term solution for an ongoing, organizational challenge.

Here, we highlight **3 areas of concern** employers encounter with an **in-house program management**:



1 Accuracy

Providers can often misdiagnose their patients. Various research studies reveal that 12 million Americans are affected each year with diagnostic errors. Since 1999, Axiom Medical has found that on average clinics have a 15% error rate in reporting results, billing, and employee data. A company that handles their programs in-house may not have the medical oversight necessary to find errors, therefore they would not be able to ensure that they are onboarding and maintaining the most efficient workforce possible. This can amount to lost time, debilitated internal resources, and **financial implications**.

2 Compliance

OSHA and DOT mandated programs and tests play a big role in many company's Safety, HR, and Operations departmental roles. But, how effectively will they be able to manage the necessary programs such as **Respirator Protection** and **Hearing Conservation** (required on an annual basis), while others like DOT clearance and **Silica testing programs** require different timeline requirements? It often falls on one person within an organization to identify testing populations, schedule exams, review for accuracy, maintain records, and pay clinical invoices.

This frequently leads to errors and ultimately a greater risk of not remaining compliant. Official reporting to regulatory bodies to maintain compliance is also a huge burden to an internal resource. Certifying accurate and timely reporting is an important responsibility for internal resources to remain compliant.

3 Operational Impacts

A healthy workforce is a productive workforce. When a company is in growth mode or has turnover that needs to be backfilled, they often face the challenge of hiring quickly and efficiently. A streamlined solution? Screen applicants with two important occupational health exams: **Pre-Employment Physicals** and **Functional Capacity Exams (FCE)**. They will help identify and strengthen an organization's ability to place the best candidates possible, ensuring they are fit and healthy enough to take on the duties of their job. But, that's just the first step: once you have a program in place, it requires a proper Physical Demands Analysis and medical oversight. Without it, the operational impact can have the best of intentions but fall short of success. *This is where outsourcing offers a huge advantage.*



CASE STUDY: FUNCTIONAL CAPACITY EXAM'S IMPACT

One client in the mining industry was experiencing a population that was facing health issues and could not complete their job duties on a regular basis. They were experiencing a **high frequency of injuries** and additional time taken off for medical reasons. The high number of qualified individuals that were applying became a top concern: *who was the strongest fit for the job?*

Axiom's Occupational Health Programs ensured the new applicants were not only qualified as a great hire, but that they were able to physically handle the duties required. In the first quarter of testing, approximately 20% of the applicants were found to be incapable of passing a Functional Capacity Exam and/or Pre-employment Physical. They quickly realized that their **new hire population** would experience a **lower injury frequency**, a higher level of productivity, and **less time off work**.



Axiom Medical: Your One-Stop Employee Resource

We provide a **one-stop solution** for your occupational health needs.

Give us a call at 877-502-9466 or fill out our contact form to discover how unique our occupational health programs are to your organization's needs.

Axiom Medical has an entire suite of services focused on **Occupational Health Programs** to include, but not limited to:

Drug/Alcohol
(DOT & NOT-DOT)

Hearing
Conservation

Respiratory Fit
& Protection

HAZWOPER

Pulmonary
Function

Absence
Management

Return to Work

Medication
Reviews

Exams: Pre-Employment,
Annual, DOT

OSHA & MSHA
requirements



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Sean Crawford is Axiom Medical's Sales Process and Training Manager. Sean came to the team in 2016, with a background in insurance and remains passionate about employee health and best practice incident case management and occupational health services.