

FEATURED ARTICLE



Experience Modification Rate (EMR)

The practice of consulting a company's safety record to help evaluate its general competence dates back to the 1980s, when safety laws became more rigid and corporations became more committed to enforcing regulations. Lately, however, there has been a growing trend to judge a company's commitment to safety and its overall management expertise by an indicator originally developed in the insurance industry to calculate policy premiums. Essentially the EMR has become the Credit Rating for Industry.

What is an Experience Mod?

Simply speaking your Experience Modification Rating compares your workers' compensation claims experience to other companies similar in size who operate in the same industry. Most employers who have annual premiums in excess of \$3,000 receive an Experience Modification Rate. If you are at the industry average, your Experience Mod is a 1.0. If your experience is 20% better than average your Experience Mod would be a .80 or 20% worse 1.20.

Insurance companies refer to this new competence indicator as the experience modification rate (EMR) or modification rate or just plain MOD. In general insurance terminology, experience refers to a record of premiums and losses under a policy. This provides a basis to predict future rates or costs. For workers' compensation, experience is further defined as:

- The comparison of premium (usually payroll) and losses developed by a risk in a policy period.
- The loss record of an insured.
- The history established by a risk as disclosed by the losses and the payroll appearing on the unit card. The premium paid is compared to losses paid out on an insurance policy.
- The aggregate premium/losses within a state during a period of time reflected in a financial call.

Workers' compensation costs fall into three categories:

Understanding your experience modification rating (Experience Mod) and monitoring it regularly is key in reducing your Workers' Compensation costs. It is also an excellent measure of how your loss prevention and control practices stack up to others in your industry.

1. Paid Losses: Money spent on a claim
2. Reserved: Money set aside (outstanding) for future payments
3. Incurred Losses: Combined total of paid plus reserved amounts

OUR SERVICES

Job Specific Rehabilitation

Work
Conditioning/Hardening
Programs

Functional Capacity
Evaluations (FCE)

Fit for Work Assessment

Post Offer Pre-Employment
Screening (POET)

Job Demands Analysis (JDA)

Job Transfer Testing

Preventative Maintenance
Testing for the Aging
Workforce

Fitness Programs for the
Industrial Athlete

Ergonomic Workstation
Assessments

Ergonomic Hazards Analysis

On Site Therapy Support

Educational Programs
(CEU's)

Fit2WRK[®] CONNECTION

*"An integrated approach towards the evaluation, management
& treatment of soft tissue injuries in the workplace."*



Igloo is 850 employees strong and their world headquarters is a 1.4 million square foot facility located in Katy, Texas. Offering over 500 different products, Igloo coolers are sold by more than 250 retailers around the world. Igloo remains the #1 cooler manufacturer worldwide and continues to enhance and develop new products each year to meet the needs of their consumers.

In the last quarter of 2010 the Fit2WRK team including Ray Gagne, VP Workers Compensation and Disability, Mark Price Sales Associate and Andrew Harris, PT, MS Clinic Director Star Therapy Services met with and implemented the first stages of Igloo's Fit2WRK program. From job demands analysis review to functional testing protocol development to the review of programs for the aging workforce, the program has taken off.

"We are pleased with the overall enthusiasm and commitment Igloo has demonstrated to ensuring the safety of both new and existing workers and are excited about the mutual opportunities and benefits as we move forward with the Fit2WRK initiative throughout this year." R. Gagne, VP Work Comp & Disability Fit2WRK.

The unique operations and repetitive nature of the work at Igloo drove the development of industry specific protocols that cater to the specific essential and critical demands of the assembly operators and mold workers at Igloo. These new testing programs combined with job specific rehabilitation that will include actual Igloo product in the clinic for conditioning of their employees will help to ensure a safe and sustained return to work post injury. Ultimately by having Fit2WRK monitoring employees, we will qualify weakness before injuries have a chance to occur.

*20% of workers'
comp claims
account for 80%
of what insurance
companies pay out.*

It is extremely important to monitor and manage each and every injury appropriately. Managing an injury means getting the worker to a medical provider you've selected because they know about work injuries. They'll take your injured worker right away, they'll give a medical report to the company, and they will inform you about the restrictions of the injury and what the worker can and can't do so you can get them back to work doing modified or light duty.

Fit2wrk is featured on
PTandMe.com



***An informational site for patients
interested in or considering
physical, occupational,
and/or hand therapy.***