

Dollars & Sense



A series of cost-benefit analyses on safety and health in the trucking industry

Safety Programs Reduce Turnover

Studies show that when companies implement safety programs to reduce injuries to muscles, tendons, and joints, they reduce worker turnover by an average of 48%! *

Turnover has a big impact on your company's bottom line

- Time associated with rehiring or temporarily replacing an injured worker
- Training and bringing a new worker up to full productivity

A replacement hire costs your company an estimated \$3,500. If your company has a 5% profit margin, you must generate \$70,000 of revenue to cover that cost.



Decreased turnover has many benefits

Retaining experienced workers not only saves money but also contributes to a positive work environment for everyone. Many of the benefits of investing in safety cannot be measured by looking only at your workers' compensation premiums.

How to prevent injuries and save money

Identify hazards and solutions. Involve workers in determining which problems are most serious and common. Go after the simple and cheap solutions first. Start by identifying hazards for each task or job-site and ways of handling loads over 40 lbs.

Show company commitment. Upper management needs to demonstrate commitment to safety and provide positive reinforcement for safety initiative.

Treat symptoms early. Catching symptoms, such as back pain, before they develop into a serious injury is important. Implement a return-to-work program that promotes keeping injured workers on salary and providing meaningful work while they recover.

For more information, go to www.KeepTruckingSafe.org

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* Based on 36 case studies primarily in manufacturing, office, and healthcare settings. Reference: Goggins, R. et.al. Estimating the Effectiveness of Ergonomics Interventions through Case Studies: Implications for Predictive Cost-benefit Analysis. Journal of Safety Research. In Press.

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