

# 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](http://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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