



CASE STUDY: Flatbed Trucking

Over the past five years, P&S Transportation, an Alabama based provider of flatbed truckload transportation and logistics, has seen its driver headcount grow from 300 to nearly 1000. Unfortunately, the rapid increase in drivers was accompanied by a worrying increase in on-the-job injuries. *“We wanted to grow but we didn’t want that growth to come at the expense of our people’s safety,”* recalls Jonathan Marshall, Safety Director for P&S Transportation.

309 Employees in 2012

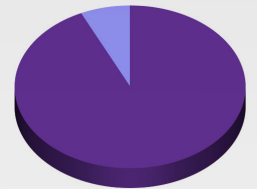


956 Employees in 2014

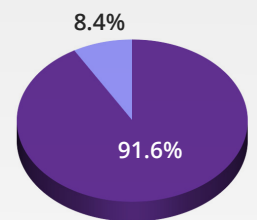
At the recommendation of their Workers’ Compensation insurance carrier, P&S began searching for someone to help them reduce workers’ compensation costs and injury rates.

Marshall reached out to ErgoScience, an international leader in injury prevention and rehabilitation in February 2011 to begin implementing a Pre-Employment Physical Abilities Testing (PAT) program. The pass fail rate P & S has experienced has varied slightly over the years of testing, ranging from 8.4 to 10.6%.

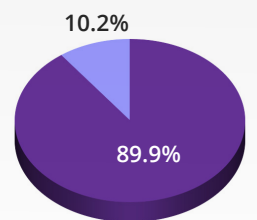
2012



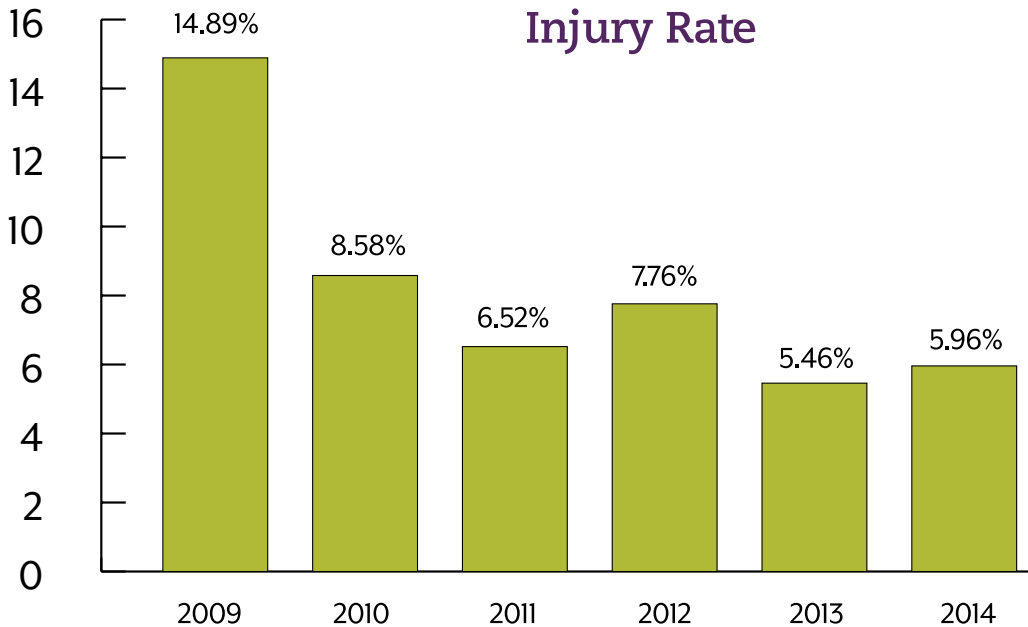
2013



2014



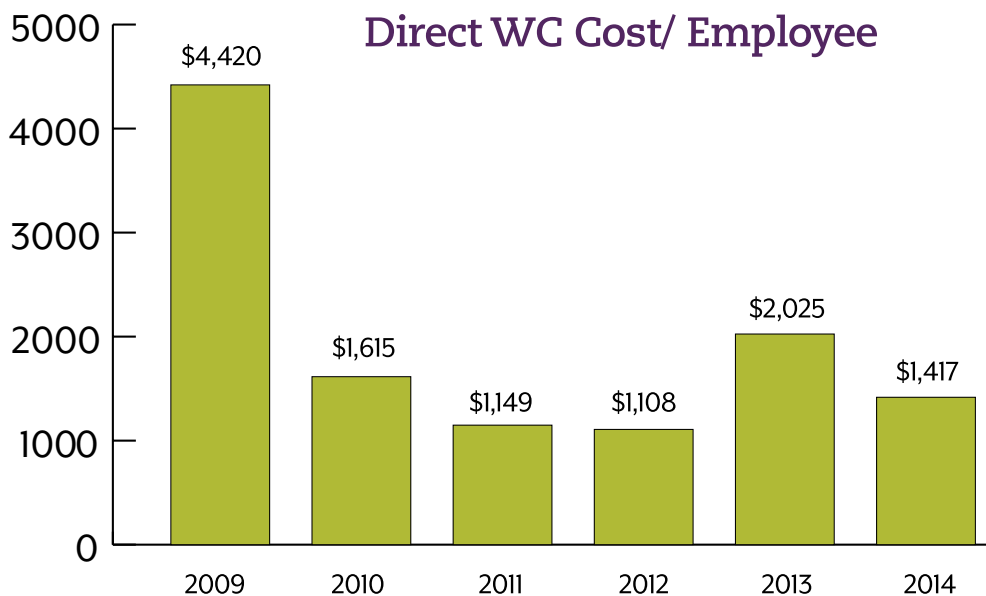
■ % PASS
■ % FAIL



Injury Rate:

In 2009, P & S Transportation had a 15% injury rate for just over 300 drivers.

By 2014, this rate dropped to less than 6% as the company tripled in size.



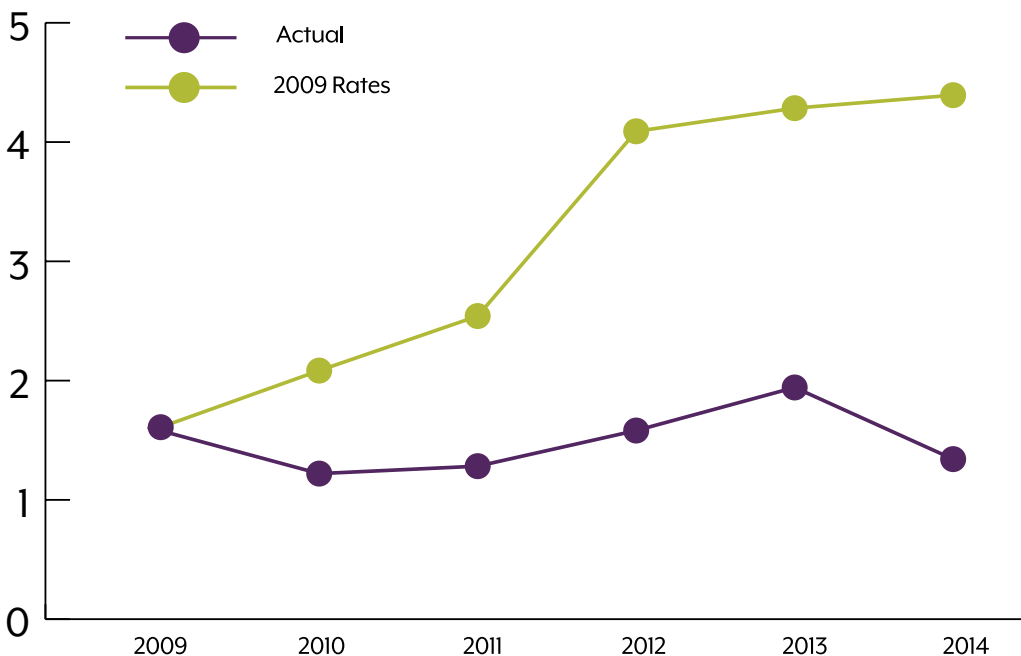
Cost Per Employee:

In 2009, their injury cost per employee was \$4,420.

By 2014, the cost per employee had dropped to \$1,417 per employee.

This demonstrated a 68% decrease in Workers' Compensation direct injury costs.

Had P&S continued increasing their driver base without addressing the growing injury rate, they were on track to experience continually escalating musculoskeletal strains and spains and slip, trip, and fall injuries. By taking the suggestion of their Workers' Compensation carrier to begin screening all potential employees for physically demanding jobs, P&S's injury cost-per-employee dropped by half of the predicted costs.



What Could have been...

Reality...

*In 2013, P&S saw their **return on investment** reach a rate of **27 to 1**, increasing to **36 to 1** by 2014.*

"We chose to work with ErgoScience because of the professionalism they showed both inside the office and out in the field," says Marshall. "They were able to come to our facility and understand what a driver's tasks were by actually monitoring the tasks day in and day out." Conducting a thorough analysis of the flatbed drivers' job demands, ErgoScience developed a screen that would not only prevent future injuries but would also establish a baseline documenting any preexisting injuries and restrictions prior to an

applicant's employment, ensuring that P&S would not assume any costs associated with those previous impairments. *"I felt like they understood... the demands of our drivers and were able to create a Post Offer Screen that would help prevent injuries in the future,"* Marshall said.

"We have developed a partnership with ErgoScience...they have helped us develop this test and reduce injuries. They review data with us and help implement new programs within our organization to help prevent future injuries."

— Johnathan Marshall

Director of Safety | P & S Transportation



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