Can Pre-Hire PAT Help Companies with Over-The-Road (OTR) Truck Drivers? You Bet!

June 2023

How? Why?

Just because many OTR drivers don't touch freight or lift heavy tarps, doesn't mean they don't get injured. As part of their job, they have to:

- Climb in and out of the cab of the truck and occasionally into the back of the trailer
- Open and close heavy trailer doors and the hood of the truck.
- Squat and sometimes crawl or duck walk for their pre-trip inspections.
- Crank dollies that can require up to 70-80 lbs. of force.

The following two case studies were compiled from loss runs data sent to ErgoScience by two of our clients with OTR drivers before and after implementing pre-hire/post-offer Physical Abilities Testing.

CASE ONE

PROBLEM

Our client, a premier heavy haul trucking provider, moving heavy cargo, freight, and machinery across the U.S. and Canada, was having an increasing number of strains and sprains, and slips, trips, and falls among their OTR drivers.

SOLUTION

ErgoScience performed job analysis on their OTR trucking job, observing and videotaping pre-trip inspections, ingress and egress of the truck and trailer, and measuring forces, heights, and distances. A job-specific Pre-hire/Post-Offer Physical Abilities Test (PAT) was developed for the OTR driver position.

OUTCOME

ErgoScience tested 674 drivers over a two-year period. By year two:

TOTAL INCURRED COSTS FOR SLIPS, TRIPS, AND FALLS

DECREASED BY 54%

TOTAL INCURRED COSTS FOR STRAINS AND SPRAINS

DECREASED BY 54%

THE COMPANY REALIZED AN

18:1

RETURN ON THEIR INVESTMENT

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CASE TWO

PROBLEM

Our client, a national multi-faceted trucking company with over six thousand professional drivers, had a smaller contingent of OTR drivers who were experiencing a significant increase in strains and sprains and slips, trips, and falls. They were testing with a regional provider of PAT, but they felt like the tests were not job-specific and that the wrong candidates were failing the test.

SOLUTION

ErgoScience performed job analysis on their OTR trucking job, and then then revised the PAT to be more job-specific for their OTR driver position. We used our research-based testing algorithms for scoring the test more consistently and accurately.

OUTCOME

DURING A ONE-YEAR PERIOD, ERGOSCIENCE TESTED

471

OTR DRIVERS

THE TOTAL INCURRED INJURY COSTS



DECREASED BY 49%

(Even though they were previously testing with another vendor)

OUR CLIENT REALIZED A

14:1

RETURN ON THEIR INVESTMENT

Summary

These two case studies clearly demonstrate that pre-hire/post-offer Physical Abilities Testing not only works to reduce injuries and costs, but also quickly creates a significant return on investment for companies with OTR drivers.

The second case study where we ***created significant savings over a previous vendor,*** shows that careful job analysis and accurate, research-based, job-specific testing makes a dramatic difference in savings and ROI.

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