



An Injury Analysis To Determine the Effectiveness Of the IPCS Physical Capability Evaluation (PCE) Program On Reducing Injuries For A Large County Public School System - 2009

An Analysis for Custodian and Food Service Job Classes

The analysis of the injury data clearly demonstrates that the IPCS physical capability assessment program had a dramatic impact on average claim cost for both Total Injuries and Strains/Sprains. The data also shows fewer claims were made for the IPCS tested group compared to those who did not take the IPCS PCE.

The following comparative study was performed to evaluate the impact of the IPCS new hire physical capability evaluation (PCE) program on reducing the severity of injuries.

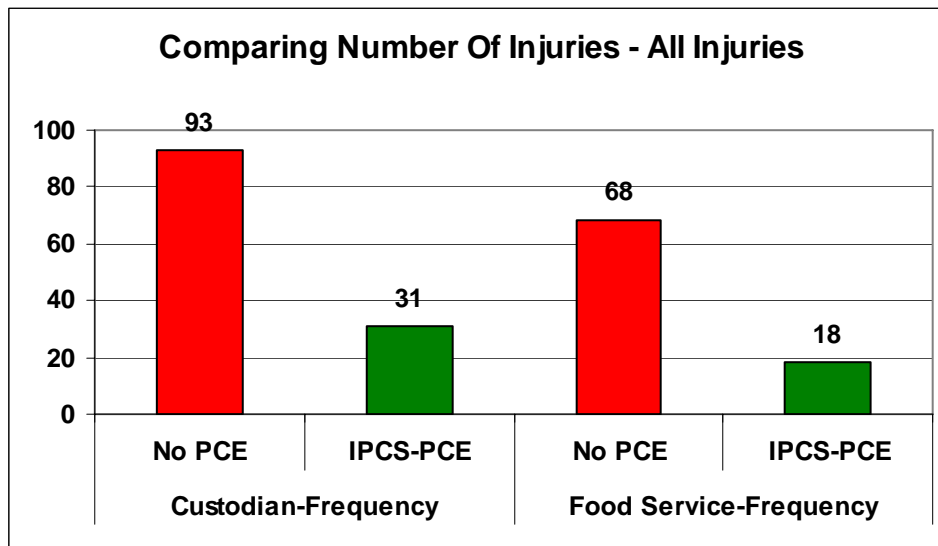
- IPCS currently performs the PCE for two job classes – Custodian and Food Service.
- The IPCS program began on March 19, 2007 for new hires applying for the Custodian job class and on July 1, 2007 for those new hires applying for the Food Service job class.
- During these time frames, IPCS tested new hire applicants.
 - 216 Custodian applicants were recommended for hire.
 - 252 Food Service applicants were recommended for hire.
- The loss run analyzed included all injuries that occurred between July 3, 2006 and June 30, 2009.
 - For Custodian, the analysis included only those injuries whereby the custodian had worked for 836 days or less. This number represents the number of days from March 19, 2007 to June 30, 2009.
 - For Food Service, the analysis included only those injuries whereby the custodian had worked for 730 days or less. This number represents the number of days from July 1, 2007 to June 30, 2009.
 - Analyzing injuries corresponding to these days worked allows for matching work related injuries based on length of service.
 - Only test data for new hire applicants were used. No return-to-work evaluations were included.

Results

Number of Injuries - All Injuries

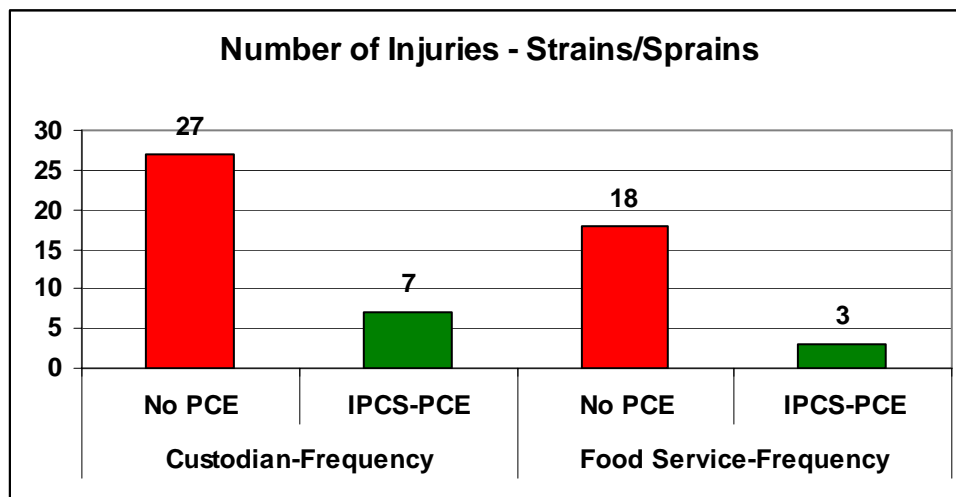
Chart 1 shows the number of All Injuries for Custodians and Food Service. During the time frame of the loss run and for those who worked the number of days identified on page one, there were 93 Custodial injuries for those who did not receive the IPCS PCE compared with 31 for those who did receive the IPCS PCE. There were substantially fewer injuries to the IPCS-PCE group for Food Service as well when compared to those Food Service who did not take the IPCS-PCE.

Chart 1



The number of injuries for strains/sprains comparison is similar to that of the all injury comparison as shown on Chart 2.

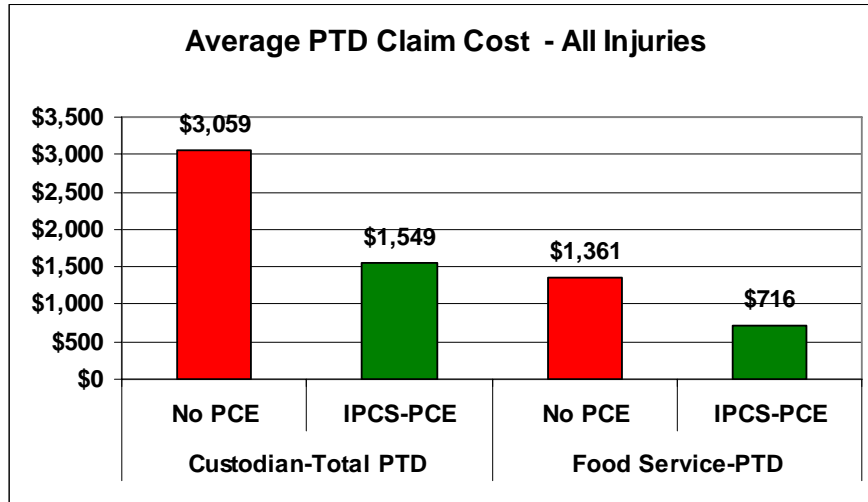
Chart 2



Average Claim Cost – Total Paid – All Injuries

Chart 3 shows the average cost per claim paid for Total Paid for All Injuries for Custodian and Food Service for those injuries who were not IPCS tested compared to the Custodians and Food Service who were IPCS tested. The average claim cost for the Custodians using the IPCS PCE was 50% lower than those Custodians who did not take the IPCS PCE. The average claim cost for those Food Service personnel who went through the IPCS test was more than 47% lower than those Food Service personnel who were not IPCS tested. Both the Custodian and Food Service data show a substantial reduction in the average claim cost.

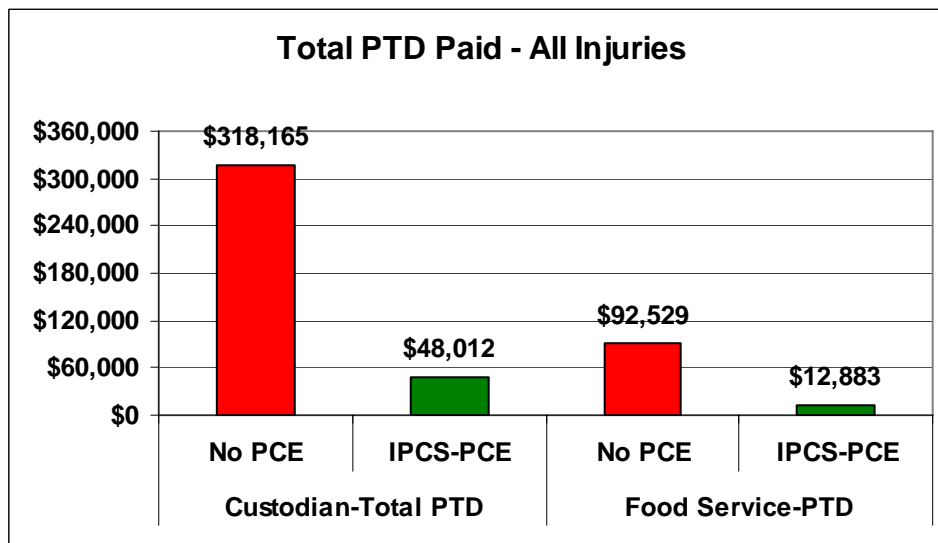
Chart 3



Total Claim Cost – Total Paid – All Injuries

Chart 4 shows the total costs paid for Total Paid claims for All Injuries that occurred for the Custodian and Food Service job classes. The Total Paid Claims for the Custodian group who went through the IPCS process was nearly 7 times less compared to those Custodians not tested. For the Food Service, the Total Paid Claims were 7 times less for those who took the IPCS PCE compared to those who did not.

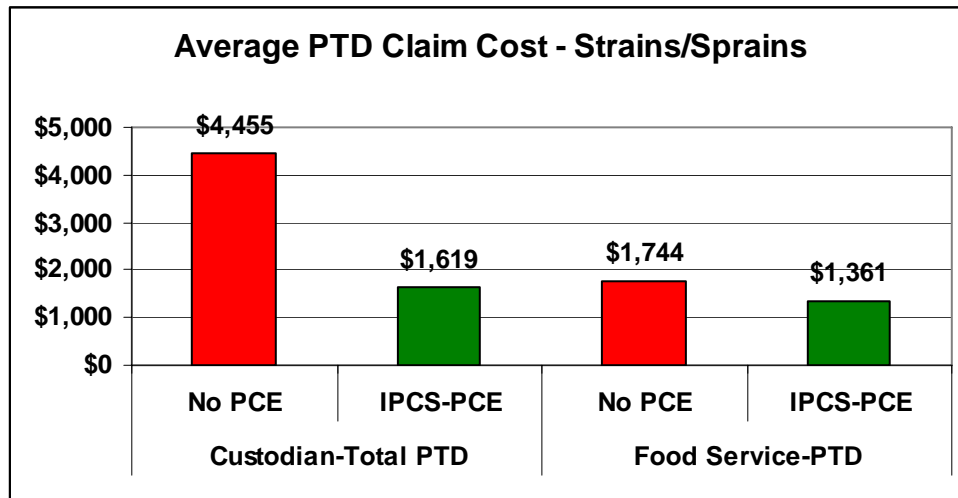
Chart 4



Average Claim Cost – Total Paid – Strains/Sprains

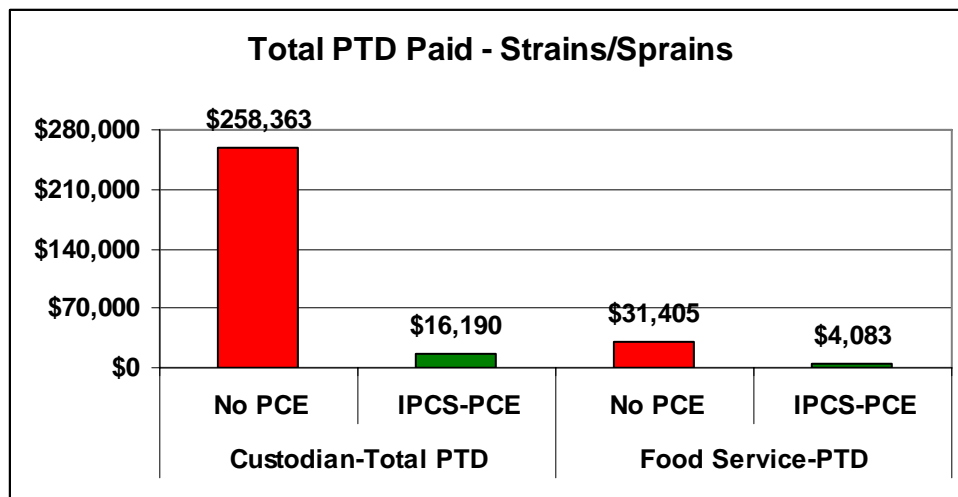
Chart 5 shows the average cost per claim paid for Total Paid for Strains/Sprains for Custodian and Food Service for those injuries who were not IPCS tested compared to the Custodians and Food Service who were IPCS tested. The average claim cost for the Custodians using the IPCS PCE was 74% lower than those Custodians who did not take the IPCS PCE. The average claim cost for those Food Service personnel who went through the IPCS test was more than 22% lower than those Food Service personnel who were not IPCS tested.

Chart 5



Total Claim Cost – Total Paid – All Injuries

Chart 4 shows the total costs paid for Total Paid claims for Strains/Sprains that occurred for the Custodian and Food Service job classes. The Total Paid Claims for the Custodian group who went through the IPCS process was **16 times less** compared to those Custodians not tested. For the Food Service, the Total Paid Claims were **7 times less** for those who took the IPCS PCE compared to those who did not.

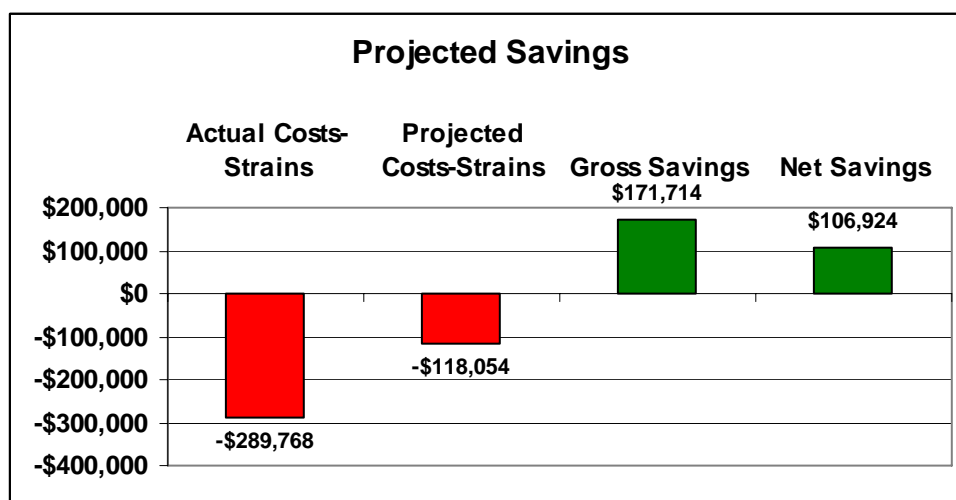


Projected Savings

To demonstrate the savings for this County Public School, the percentage of total claims paid for strains/sprains relative to all injuries specific to those who took the IPCS PCE was applied to total claims paid for strains/sprains for those who were not tested with the IPCS PCE.

The actual dollars for strains/sprains combined for Custodians and Food Service who did not take the IPCS PCE is \$289,768 as shown on Chart 6. The projected costs for strains/sprains for the not tested group had they taken the IPCS PCE would have been \$118,054. The gross savings would have been \$171,714 and after factoring the cost of the IPCS testing, the net savings would have been \$106,924.

Chart 6



Conclusion

The analysis of the injury data clearly demonstrates that the IPCS physical capability assessment program had a dramatic impact on average claim cost for both Total Injuries and Strains/Sprains. The data also shows fewer claims were made for the IPCS tested group compared to those who did not take the IPCS PCE.