



LEARN HOW TO SET YOUR DIAL ON LOW



My Experience at the Risk Management Academy

Whether or not Federated is your insurance provider, you can attend their **Risk Management Academy** like I did in August. Being new to this industry, I didn't know quite what to expect from my time in the big city of Owatonna, MN and while I certainly didn't expect to leave with a full page of "Action Plan Ideas", I did. Here are a few of the things on my list.....

1. Worker's Compensation

- Have a supervisor attend all doctor visits so they'll know EXACTLY what the doctor says about light duty, return to work, etc. This is NOT a HIPAA (Health Insurance Portability and Accountability Act) violation since it falls under Worker's Comp.
- Create a policy requiring drug testing after EVERY accident or clearly define when it will be done.
- You may think it makes more sense to have someone like a forklift driver stay home when injured since he can't do his normal job, but think again. Returning employees to work quickly helps to reduce costs for replacement workers, facilitates good employer/employee relationships and may lower your **Experience Modification Rate** (EMR—the number used by insurance companies to gauge both past cost of injuries and future chances of risk which has an impact upon a business). The lower the EMR of your business, the lower your worker compensation insurance premiums will be.
- Write a specific job description for those on light duty who can't perform their normal duties. It's a good way to get some of those tasks completed that tend to fall off the "to do" list because of the tyranny of the urgent.

Examples of job duties:

- Revise/update policy manual
- Video inventory of yard/shop (important in case of insurance loss claims)
- Lead/assist with safety meetings
- Revise orientation/training materials for new employees

2. Distracted Driving-video and other resources are available from Federated

- Institute a complete cell phone ban while driving on work time or work assignment.
- Make it a policy that cannot be denied in court in the case of an accident caused by distracted driving.

3. "Driver's Monitoring Service"

- Federated partners with a driving monitoring service, named iiX Driver Monitoring, which keeps track of a driver's violations, motor vehicle record changes, etc. in real-time. The cost is approximately \$1/employee/month for Federated clients. Employers will be notified immediately with any driving status changes from employees.

4. Disaster Planning:

- Be prepared to get back to business after a catastrophic event.
- Federated has a video regarding this topic and tools to help prepare BEFORE such an event occurs. (ie: offsite lists of employee and supplier contacts, inventory lists, prompting questions to help you identify who might be able to help provide equipment replacement, etc.)

5. Replace Power Strips!!

- Did you know power strips are only good for 5 years? Date them and replace on a regular basis.

6. Federated's Online Resources Available To You:

- 7 minute safety talks for safety/staff meetings
- Attorney services
- Incident reporting instructions
- Safety signage, posters and videos
- HR resources (Pre-termination checklist, candidate selection tips, hiring practices)

Additional topics covered during the academy:

- Employment practices to avoid litigation
 - "40% of employment-related claims are made against employers with fewer than 100 employees"
- Claims Management
 - Prompt reporting and working with an adjuster or nurse to assist with claims management can reduce costs from \$10,000 to \$900
- Underwriting Your Business
 - Do you know what an underwriter looks for when determining your insurance premiums?

Throughout the entire Risk Management Academy, I kept wishing the room had been filled with all of BMSA's Dealer members. The topics discussed were so pertinent and important that I'm confident that no one will regret taking the 2.5 days to attend the **FREE** conference.

Save the date for next year's Risk Management Academy....

August 6-8, 2019 and November 12-14, 2019