



INSIDE SRHS

A newsletter from the Corporate Health staff of Spartanburg Regional Healthcare System.

Spring 2023 Newsletter

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The Importance of Pre-Employment Medical Physicals

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With a pandemic in our rearview mirror, it's time again to consider if a prospect's health and physical condition make them ideal candidates.

If you're hiring for an open position, finding the candidate who can safely perform the essential functions of that job is crucial. This is especially true when the job is a physically demanding position. In these jobs with high-level physical demands, a physical limitation could potentially make a candidate unable to perform those functions. That's why having documented current and validated essential functions is critical for you and potential candidates when staffing your open positions. This information allows employers to navigate challenging situations objectively and consider reasonable accommodations when appropriate.

Since these exams differ slightly from annual physicals, many employers seek out medical providers such as Spartanburg Regional Corporate Health, who routinely perform these kinds of tests.

The benefits

Pre-employment physicals improve employee retention and reduce costs associated with turnover. Employee turnover is so expensive because organizations pay direct exit costs when an employee leaves and incur additional costs to recruit and train new hires. Side effects of turnover, such as decreased productivity, knowledge loss and lowered morale, can incur incidental costs.

The physicals promote higher productivity, help screen out chronic health conditions and reduce workers' compensation costs.

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According to the Bureau of Labor Statistics, the number of U.S. employees voluntarily leaving their jobs has increased since 2021 in what is being called the Great Resignation trend. This is especially evident in industries like professional and business services, manufacturing and retail. While the tendency has slowed recently, many workers continue to leave their jobs voluntarily. On average, approximately four million each month.

This frequent voluntary turnover has a negative impact on your organization in many ways.

Employee turnover lowers morale

As more employees leave, the remaining employees may have lost a valuable work friend, which can matter greatly. According to a study by Office Vibe, 70% of employees say having a friend at work is the most crucial element to a happy work life. In fact, 50% of employees with a best friend at work reported feeling a stronger connection to their organization.

So, if one employee leaves, the culture and commitment your remaining employees have to the organization and their role in it can be severely affected. Also, employees will ask questions about why their co-workers are leaving. They may also reflect on the reasons why, which can further damage morale and your culture.

Employee turnover decreases productivity

Losing employees leads to decreased productivity because you have fewer team members to get work done. As remaining employees get overwhelmed with more work to help make up the difference, their stress levels rise, making them less likely to perform at their best.

Overworking your remaining employees can also lead to further turnover. This kind of hit on your employees' productivity is also a blow to your organization financially. A HubSpot report found that lost productivity costs U.S. businesses \$1.8 trillion annually.

Perhaps the biggest concern employee turnover presents are the financial costs of recruiting and training new employees to replace the ones you've lost. Some studies predict that every time a business replaces a salaried employee, it costs six to nine months' salary on average. That's a huge hit.

What's the real cost of losing an employee?

Recruitment costs: The direct costs of hiring a new employee, including advertising, interviewing, screening and hiring.

Onboarding costs: This includes training and management time.

Lost productivity: It may take a new employee one to two years to reach the productivity of a veteran employee.

Lost engagement and impact on employee morale: Other employees who see high turnover tend to disengage and lose productivity, affecting team morale.

Customer service and errors: Recent hires take longer to complete their work and are understandably less adept at solving problems.

Training costs: Over two to three years, a business likely invests 10% to 20% of an employee's salary

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Lost institutional knowledge: When highly skilled or longtime employees leave, that knowledge leaves with them. Your organization loses expertise.

Corporate Health can guide you on the proper physical to meet your company's specific needs. Whether it's a mobile equipment physical, pre-employment medical physical, DOT physical or Essential Function Test, we have the experience to objectively determine if your candidate can perform the tasks of the job.

Keeping Temporary Workers Safe

The American Staffing Association says staffing companies hire 16 million temporary and contract workers each year. These workers are greatly needed to combat today's labor shortages.

So how do you keep these workers safe? Although you can never reduce your risk to zero, there are some health and safety protocols any company can enact to reduce the dangers. In fact, according to OSHA, every \$1 invested in a safety program returns \$4-6 on average.

To learn more about how to keep your temporary workers safe, click [here](#).

What to Do When an Employee Smells of Marijuana

It's a timely topic in human resources offices right now.

This [short column](#) from SHRM provides helpful advice. It's crucial to determine if the employee is under the influence or impaired. And it's particularly important if the employee is in a safety-sensitive job.

Please let us know if we can help your organization establish a substance abuse testing program.



Gas Card Winners: Many Thanks for Your Input

Thank you to all who took the time to provide customer service feedback. We use these responses to help us measure your satisfaction and improve our service. We value your opinion and want to create the best possible customer service experience for you and your employees.

Congratulations to Capitol Construction of the Carolinas, Carey Moving Greenville and Boiling Springs Fire Department. These organizations were selected to have their names drawn as winners of a \$50 gas card for completing a survey.

Your employees should receive a text or email follow-up survey resulting from visits to our Corporate Health Spartanburg or Greer locations or when using our External Services or Industrial Rehab services. Please encourage them to give us feedback so we may offer a consistent, professional customer service experience.



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Capitol Construction of the Carolinas



Carey Moving Greenville



Boiling Springs Fire Department

Top Ranked Hospital

Modern Healthcare Best Places to Work

Pelham Medical Center was chosen by *Modern Healthcare* as one of the 100 companies and organizations named The Best Places to Work in Healthcare for 2016, 2017, 2018, 2019, 2020 and 2022.

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