



America's largest propane company, in 50 states, with 800 locations.

Potential Worker's Compensation Savings: Over a Million Dollars

the CHALLENGES

- Experienced aging driver workforce, average age of 50
- Experienced high musculoskeletal injury rate
- Hired employees who could not physically perform their duties
- Experienced extended time off
- Returning injured employees to work

the RESULTS

- Hired physically capable workers which reduced injuries
- Reclassified job categories to better reflect requirements and reduce injury liability
- Documented physical demands of every job and validated workers' performance abilities

business IMPACT

Reduced Worker's Compensation costs

By providing cost avoidance

Decreased impactable injuries

189 musculoskeletal injuries or 7.4 per 100 hires to 120 injuries or 4.7 per 100 hires



Pre-Hire to Retire Prevention, Wellness and Treatment



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their STORY

WorkWell designed the "Fitness for Duty Program" to help AmeriGas reduce injury claims.

Since accurate job requirements serve as the foundation for a high impact injury prevention, the WorkWell team visited multiple AmeriGas locations, weighing, measuring and gathering information to create ergonomic job descriptions. The descriptions were used to create a two-part program.

Pre-Work Screening (PWS), performed post job offer or when an employee changes a position, requires passing physical requirement tests before hiring. The requirements are tightly aligned to the specific tasks of each job.

WorkFIT focuses on injured employees and their return to work. Physicians received detailed information to help assess employee readiness: the WorkFIT screening tasks, ergonomic job descriptions and related photos of those tasks. Employees must receive the normal physician release, a release to participate in the WorkFIT test and then perform the screening tasks and development of warm up and micro-breaking programs.

"There are many programs that we have in place to hire the right person for the job. WorkWell has been a great partner and an important part of the solution. They have helped us hire physically capable employees."

"Engaging with WorkWell we have experienced a decline in our new hire injury rate. We are thrilled with the programs deployed by WorkWell."

Jean Tyrell , RN BSN CCM CPDM
Workforce Health Consultant, AmeriGas

favorite DISCOVERY

"WorkWell designed an entire program to meet our needs. They proactively addressed any necessary changes as our job tasks evolved. WorkWell educated each therapist on our program. They are very responsive and easy to work with."



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