

Five best practices to control your premium

- 1. Build injury prevention into everything you do.**
Whenever making changes in any aspects of your business operations, keep injury prevention in mind. Buying equipment or office furniture? Be sure it is ergonomically adjustable. Building a new facility? Find out what safety advances you should be incorporating, and apply what you should have learned from your own business' past experience.
- 2. Take specific steps to control workers' compensation costs.**
Focus on transitional or lighter-day jobs to improve the results of your return-to-work efforts, keeping lost-time claims within the three-day waiting period whenever possible. Report claims right away. Figure out what your best loss-control opportunities are by using the same loss history runs your underwriter uses. Fire up your loss prevention program by firing up your safety committee, educating your employees and evaluating their workspaces. Learn from past accidents and injuries. Develop a wellness program. Be especially vigilant in tougher economic times to things that might increase the frequency or severity of reported injuries.
- 3. Monitor your e-mod.**
It's your biggest opportunity to gauge your long-term performance and control your premium. Your e-mod should never be greater than 1.00.
- 4. Talk to your agent.**
Be sure your agent understands your organization, your efforts to control losses, and what you anticipate in the months ahead. Your agent is an important source of information for your underwriter.
- 5. Make good employee practices a priority.**
Tune in to employee concerns. Deal with performance problems promptly and separately from workers' compensation issues.