

Maryland Restaurant & Hospitality Self Insurance Fund's Workers' Compensation Cost Saving Tips

This Month's Focus

Employment Practices: 15 Ways to Save!

1. Create an atmosphere of trust among employees. Good relationships are key to good business.
2. Establish a drug-free workplace policy.
3. Enforce existing policies and procedures consistently.
4. Fight workers' compensation fraud. Develop an anti-fraud plan and make your policies known.
5. Treat all claims as legitimate until proven otherwise.
6. Ask senior management to issue a workers' compensation policy statement.
7. Recognize and reward supervisors for good safety and accident response performance.
8. Encourage and implement employee suggestions when possible. Employees are the real experts.
9. Hold managers accountable for controlling workers' compensation program costs.
10. Insist location managers, department heads, and supervisors lead by example.
11. Minimize employee turnover. Recognize and reward exceptional performance.
12. Match people's physical abilities with job tasks.
13. Develop good job descriptions.
14. Ensure programs and procedures comply with the Americans with Disabilities Act.
15. Hire quality employees. These individuals offer increased productivity and cost savings.

Source: Midwest Employers Casualty Company