

Workers' Compensation Quiz

Name: _____

Franchise Name: _____

- 1) You hire a new employee, who tells you during the interview that he/she just had back surgery. The employee re-injures his/her back on the second day of the job. Who is responsible for the medical costs and lost wages, if any?
 - The previous employer's workers' compensation policy, as the injury was first sustained during his/her previous employment
 - The government, as this person should be receiving disability payments
 - Your workers' compensation policy
 - The employee, as this was clearly a pre-existing condition

- 2) If your employee is able to return to work (inc. light duty) prior to being indemnified for lost wages, what percentage of the medical payments typically gets reported to the experience modification promulgation institution?
 - 100%, as you were lucky to escape with such a small claim
 - 130%, as you are expected to subsidize those claims with lost wages
 - 70%, as you are expected to make a contribution toward the losses you incur
 - 30%, as a reward for keeping the claim to medical expenses only

- 3) In the event your employee sustains an injury and his/her medical expenses and lost wages total near average (\$3,700), how much – according to the Bureau of Labor Statistics – would soft costs total (overtime, monitoring doctor's visits, checking up on progress, etc.) that your business would incur?
 - Nothing – the injured employee will be looked after by the insurance company
 - \$25.00 for a bouquet of flowers from Walmart
 - Between 1.5 and 2 times the amount recovered from the insurer
 - \$1,000 as a severance package

- 4) Nurse Triage can help reduce your workers' compensation claims experience by:
 - Reducing the visits to physician groups and the ER by up to 40%
 - Reducing the amount of individual claims by up to 37%
 - Reducing the incidences of fraud by taping conversations with injured employees
 - All of the above

- 5) What percentage of employee injuries that occurred on the job were subsequently determined to be an exacerbation of an injury the employee was hired with?
- None – we only hire young, fit, athletic individuals
 - Over 50%
 - Injured individuals do not need to work as they can claim disability
 - None – we ask them during the interview if they have any physical adversities
- 6) Most injuries to employees happen within what period of employment?
- In the first six months of employment
 - After five years, as the wear and tear of the job takes its toll
 - There is no identifiable time period
 - In the first 24 hours, as the fraudulent individuals want to claim benefits as soon as possible
- 7) Not factoring the high cost of employee turnover, there is a _____ correlation between turnover and business outcome:
- No correlation
 - Negative correlation, as employees are more likely to get injured before they gain experience, and therefore will impact the cost of your workers' compensation
 - Positive correlation, as new employees are less likely to get injured due to the absence of physical wear and tear, and therefore your workers' compensation costs will not increase
 - Positive correlation, as the new hires are all keen and highly motivated
- 8) Your caregiver gets injured on the job, but decides not to report it to you hoping that time will heal. After three weeks there is no improvement and the caregiver seeks medical attention. In this scenario, what would the typical increased cost of treatment equal as opposed to the alternative in which the caregiver would have received immediate medical attention?
- It would cost less, as the injury would have started to heal
 - 30% more, as the situation would have worsened in the meantime
 - No difference
 - You fire the employee because they have not been performing their job adequately since the injury