

Case Study: A Preventable Injury

Background:

A mid-sized distribution company hired a warehouse associate without a POMQ. Within two weeks, the employee strained his back lifting boxes, and a workers' compensation claim was filed.

What Went Wrong:

- The employee had a prior history of back injuries, which were not disclosed.
- The job description didn't clearly state lifting requirements.
- No post-offer screening was used to identify risk or need for accommodation.

Outcome:

- \$42,000 in workers' compensation claim costs
- Light-duty restrictions the company couldn't easily accommodate
- Increased premiums and operational disruption

What Could Have Helped?

A properly timed POMQ, aligned with a physical job description, could have identified the limitation before the employee's start date and allowed for accommodation, reassignment or reconsidering the offer.



Case Study: The Right Fit, Different Role

Background:

A large company in the energy industry used a POMQ for a physically demanding field role. The candidate disclosed a prior shoulder injury that limited lifting and climbing.

What the POMQ Revealed:

- The candidate had decades of experience but couldn't perform all the required physical tasks safely.

How the Company Responded:

- Instead of disqualifying the candidate, they modified the role.
- The candidate took on mentorship, training and oversight duties that allowed the employee to share expertise while avoiding physical strain.

Outcome

- Reduced risk of a future claim
- High-value candidate retained in a restructured, defensible role
- Added decades of knowledge to a specialized team in a niche, competitive industry