



EMERGENCY SERVICES PROVIDER reduces sick days and compensation claims

THE PROBLEM

An emergency services provider wanted a more time and cost-efficient way to process the large number of applications they received, while ensuring they didn't miss any potentially good hires.

The roles they hire also have very specific requirements. Employees must be able to solve problems and make decisions quickly and autonomously, in frequently dangerous situations. They also need to manage their own and other people's emotions in high pressure and difficult environment. The prospect of stress and burnout is high, which can lead to increased sick days and fatigue levels, as well as heightened safety risks.

The client used the following Revelian assessments throughout their recruitment process for permanent roles.



COGNITIVE ABILITY TEST

Predict future performance



WORK SAFETY ASSESSMENT

Identify safety attitudes and behaviour



WORK RELIABILITY SCALE

Measure integrity



EMOTIONAL INTELLIGENCE TEST (MSCEIT)

Measure emotional intelligence

KEY OBJECTIVES



Recruit a greater number of safer and more reliable employees



Reduce the amount of worker compensation claims



Hire candidates who can manage their own and other's emotions



Employ people who can solve problems and make decisions quickly



FINDINGS

THE CLIENT COMPARED SICK LEAVE AND COMPENSATION CLAIMS FOR 2 GROUPS OF EMPLOYEES.



Group 1

Consisted of 391 people employed before Revelian assessments were introduced in 2013.



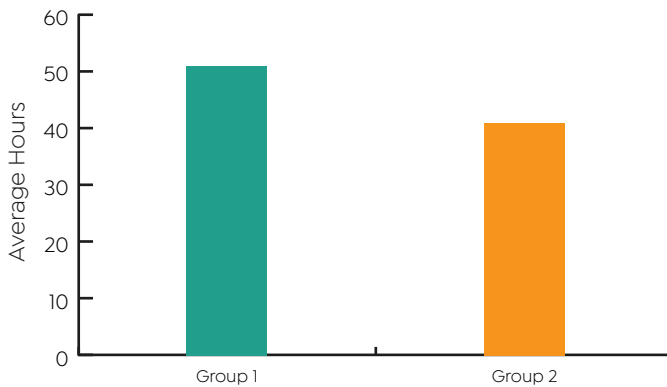
Group 2

Comprised 436 people employed after 2013, who all completed Revelian assessments during the recruitment process.

AVERAGE SICK LEAVE HOURS PER YEAR

Across group 1, the average number of hours taken in sick leave per year was 50.9*, compared with 40.8 hours from group 2.

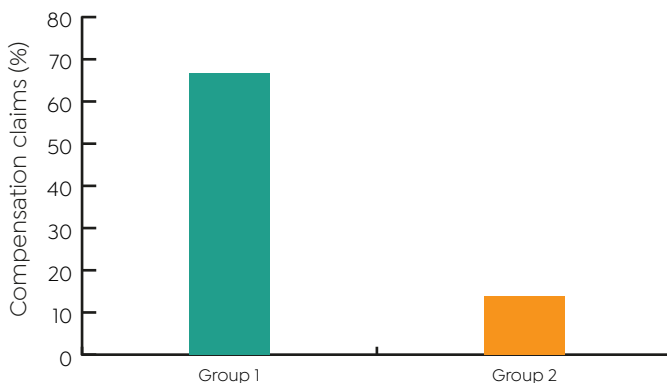
This means that group 2 took 19.8% fewer sick leave hours on average than group 1.



REPORTED WORKERS' COMPENSATION CLAIMS PER YEAR

Across group 1, 66.5% of employees had workers' compensation claims*, compared with only 13.8% of employees who had workers' compensation claims* from group 2

So overall, there was a 76.67% reduction in claims across group 2.



*Statistically significant at $p < 0.001$



COGNITIVE ABILITY TEST (RCAT)

The results of this assessment reflect the person's ability to acquire, retain, organise and apply information in a variety of circumstances. By comparing your candidates' scores to a relevant normative group, you can accurately predict their potential job performance.

WORK SAFETY ASSESSMENT (RWSA)

Research shows 80 per cent of workplace incidents are caused by human error. This assessment allows you to identify employees or candidates who are more likely to engage in risky behaviour. By reducing the risk of human error, you can significantly improve productivity and reduce costs.

WORK RELIABILITY SCALE (RWRS)

Through this assessment, you'll be given information to help you predict unethical behaviour. During the hiring process, you can screen out those who have negative attitudes and have a higher risk of wrong-doing.

MSCEIT EMOTIONAL INTELLIGENCE TEST

The MSCEIT is an ability-based measure of emotional intelligence that assesses a person's capacity to effectively reason about emotions and to use emotions to enhance thought and to solve problems.

Discover what lies below the surface.

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