Establishing the Value of Occupational Health Nurses’ Contributions to Worker Health and Safety: A Pilot Test of a User-Friendly Estimation Tool

1. This article describes:
   A. One nurse’s attempts to demonstrate the value of occupational health nurses to an employer.
   B. A longitudinal research study that measures the value of occupational health nursing to a large employer.
   C. The creation and testing of a tool that can be used by occupational health nurses to demonstrate their financial worth to employers.
   D. The profitability of occupational health nurses practicing independently.

2. The value of employees to a company is known as:
   A. Human capital.
   B. Presenteeism.
   C. Productivity.
   D. Investments.

3. Health-related absences rates in 2004 translated into economic losses:
   A. Of less than $253 million.
   B. Of greater than $253 million.
   C. Of greater than $253 billion.
   D. Are not quantifiable.

4. Examples of indirect costs include:
   A. Cost of care, treatment, and rehabilitation.
   B. Lost wages and administrative costs resulting from injury-related work disability or premature death.
   C. Benchmarking.
   D. Morale and productivity.

5. The sample used by the researchers to develop their tool was described as:
   A. Random.
   B. Purposeful.
   C. Structured.
   D. Convenience.

6. The Excel tool described by the authors:
   A. Is suited for a narrow population of occupational health nurses.
   B. Is not suitable for large corporations.
   C. Is used by occupational health nurses in conjunction with the Medical Disability Guidelines.
   D. Is useful for any on-site occupational health nurse.

7. Occupational health nurses using the Excel tool should:
   A. Meet with company financial and accounting staff to review the tool and metrics most meaningful to that employer.
   B. Do a best-guess estimate of costs associated with going to local clinics for injury care.
   C. Disregard the Current Procedural Terminology codes, because they are for physician practices.
   D. Assume workers’ compensation claims-management responsibilities.

8. Which of the following statements is NOT true:
   A. The tool provides an estimate of the economic value of occupational health nurse services.
   B. The tool is based on several assumptions that may or may not hold true for all employers.
   C. Disregard the Current Procedural Terminology codes, because they are for physician practices.
   D. The tool is considered THE authoritative tool for estimating the value of occupational health nurses services in today’s market.