

Strategies to Reduce Common Injuries to Employees:

Slips, Trips & Falls, Ergonomics, and
Training Activities

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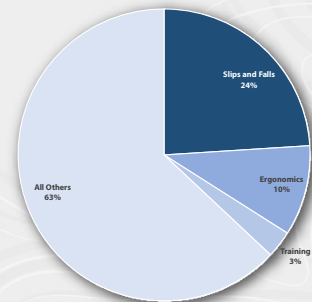
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The Data

Why Talk About Reducing Injuries from Slips, Trips and Falls;
Ergonomics and Training Activities?

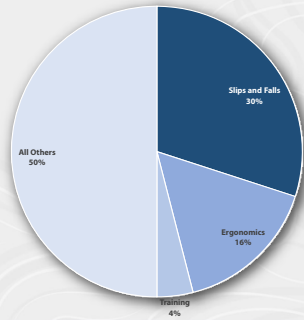
Frequency of Workers' Compensation Claims by Type Since 2016

Claims from slips and falls, ergonomics and training were 6,539 of 17,553 total



Cost of Workers' Compensation Claims by Type Since 2016

Claims from slips and falls, ergonomics and training total \$22 million of \$44 million overall



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Hidden Costs

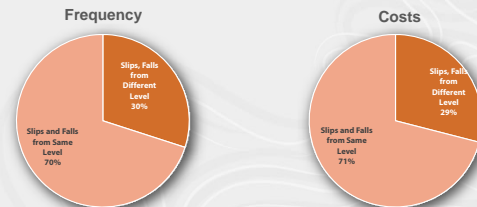


Estimated indirect costs to members from injuries attributed to slips and falls, ergonomics, and training activities
\$66 million-\$372 million

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Slips and Falls

Slip and Fall Workers' Compensation Data



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Same and Different Level Slips, Trips and Falls

Slip, Trip or Fall on Same Level



Slip, Trip or Fall to Different Level



Preventing Slip, Trip and Fall Incidents

- Behind the scenes
- Attitude
- Education and training
- Awareness and reminders

Behind the Scenes

- Efforts of facilities staff
 - Clearing walkways/parking lots
 - Using abrasives/melt
 - Cleaning areas
- Efforts of management
 - Work with staff
 - Offer funding/support
 - Prompt reporting of claims/follow-up



Attitude and Slips and Falls

- Serious
 - Common
 - Costly
 - \$13 million, direct costs
 - \$39 million–\$221 million, indirect costs
- Investigate



Education and Training

- Missing
 - Compliance vs. safety



Use a Variety of Training Formats

- Formal presentations
- Toolbox talks (Quick Takes on Safety)
- Activities
- Others



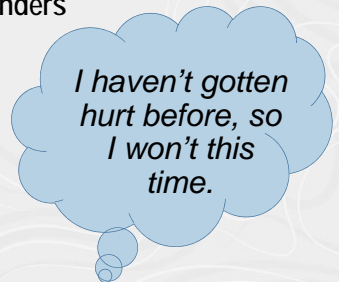
Training Frequency

- Periodic
 - Task-based
- Seasonal



Awareness and Reminders

- Fight complacency
- Tie back to education



Format Variety Is Key

- Posters, fliers, table tents
- E-mail
- Digital images
- Video
- Games
- Others



Engaging Materials

- Switch and cycle resources
 - Weekly
 - Monthly
- Safety committee



Action Items

- ✓ Conduct and document regular maintenance of walkways
- ✓ Conduct investigations and take appropriate action
- ✓ Review claims reporting process
- ✓ Review attitudes toward slips and falls
- ✓ Implement slip and fall training
- ✓ Use multiple means to create a slip and fall prevention campaign
- ✓ Plan methods to display and switch awareness materials

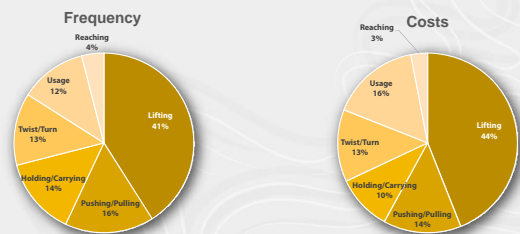


Slip, Trip and Fall Resources

- ✓ **Step Wisely**
 - Year-round
 - Multiple materials and formats
 - Handbook
- ✓ "Facilities Management Loss Prevention Best Practices Guide"
 - Preparing for winter
- ✓ MCIT Loss control consultants

Ergonomics

Ergonomics Workers' Compensation Data



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A Note on Ergonomic Injuries

- Costly
 - \$7 million in direct costs
 - \$21 million to \$119 million in indirect costs
- Injuries are often due to cumulative exposure
- Prevention is key!

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Preventing Ergonomic Injuries

- Attitude
- Hierarchy of controls
 - Lifting
 - Usage

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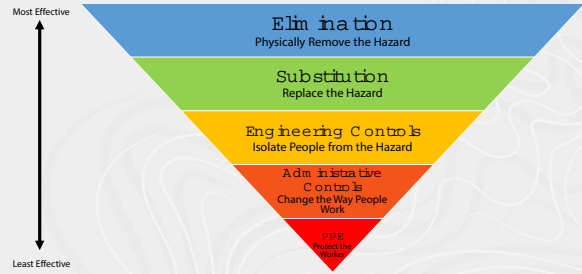
Attitude: Individual vs. Organizational Approach



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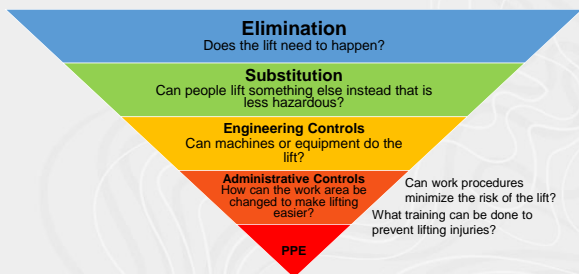
Hierarchy of Controls



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Using the Hierarchy of Controls for Lifting Injuries



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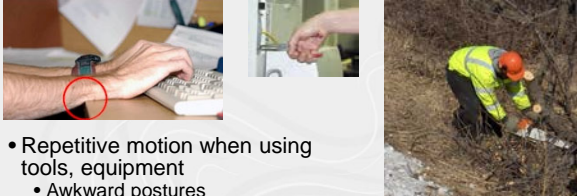
Reducing the Risk of an Awkward Lift

- ✓ Use carts, mechanical lifts where possible
- ✓ Let others do the lift
- ✓ Choose lighter/less bulky equipment
- ✓ Store items between waist and shoulder height
 - Keep close items commonly used
- ✓ Work with employees to minimize risks
- ✓ Encourage people to:
 - Report hazardous lifts
 - Ask for help
 - Take frequent breaks when lifting
- ✓ Offer training on lifting safety

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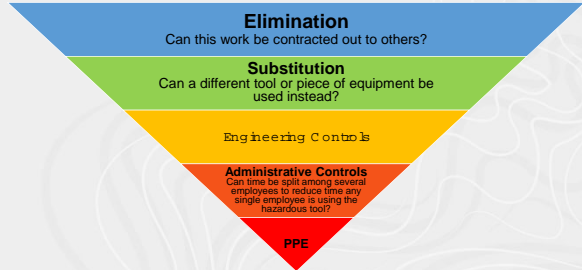
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Usage Injuries



- Repetitive motion when using tools, equipment
 - Awkward postures
 - Grip/contact issues
 - Vibration

Using the Hierarchy of Controls for Usage Injuries



Reducing the Risk of Usage Injuries

- ✓ Offer different tools for different tasks
- ✓ Provide and encourage use of gloves to limit contact/vibration
- ✓ Inspect and replace damaged tools
- ✓ Give ample time for breaks, exercises or stretches
- ✓ Encourage people to report pain or discomfort prior to injuries occurring
- ✓ Offer training on ergonomics
 - Work with employees to come up with solutions



Action Items

- ✓ Remember the hierarchy of controls when addressing hazards or injuries
- ✓ Review existing tools to determine if some should be replaced or alternatives provided
- ✓ Encourage employees to take frequent, short breaks during the day
- ✓ Offer ergonomics awareness materials to staff
 - Encourage them to help come up with solutions



Ergonomic Resources

Loss Control Consultant

- Computer workstation assessments
- Train-the-trainer
- Trainings

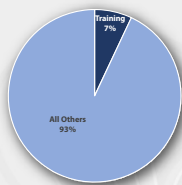
MCIT.org

- Exercises/stretchers
- Type Like a T-rex awareness materials
- Quick Takes on Safety

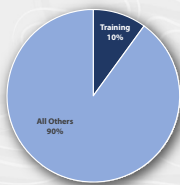
Training Activities

Law Enforcement Workers' Compensation Data

Frequency by Type of Injury

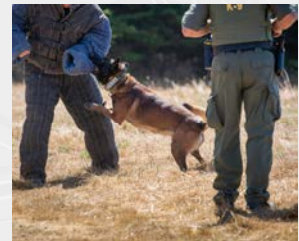


Costs by Type of Injury



Preventing Training Injuries

- Maximize control
- Minimize indirect costs





Action Items

- ✓ Review current training procedures
- ✓ Work with instructors to implement strategies to reduce the risks



Training Injury Prevention Resource

- Training Injury Prevention Program
 - 5 strategies
 - Checklists
 - Vest
- Provide effective and safe training
- MCIT loss control consultants

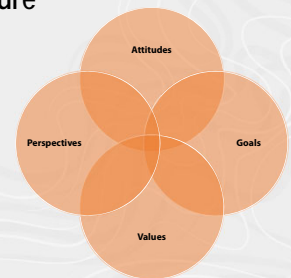


Safety Attitudes and Culture

Safety Attitudes and Culture

Shared attitudes, values, goals and perspectives regarding safety that characterize an institution or organization

- Multiple cultures
- Slow to change



Why Talk About Safety Culture?

- Influences all safety items
 - Increases hazard reporting
 - Following safety practices
 - Assisting with new safer procedures
- Large effect on indirect costs



Building a Positive Safety Culture

- Needs support from the top
 - Administration
 - Department heads
- Consistent effort
 - Long term
 - Avoid burnout
- Sincerity



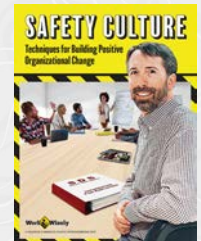
Action Items

- Have safety committee take the safety culture survey
- Build support for safety culture at upper levels



Building a Positive Safety Culture

- Safety Culture: Techniques for Building Positive Organizational Change
 - How to get support
 - How to build the foundation
 - Ideas to demonstrate commitment to safety
 - Checklists and assessments
- Employee Assistance Program
- MCIT loss control consultants



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- **Make Telecommuting Work for Employer and Employee:**
Oct. 12 at 10:30 a.m.
- **Resilience for Managers: Leading The Way:**
Oct. 13 at 1:30 p.m.
- **Key Employment Risks for Small Employers (For Entities with Fewer than 50 Employees):**
Oct. 26 at 10:30 a.m.
- **Ethics and Public Purpose Doctrine for Public Entities:**
Oct. 27 at 1:30 p.m.
- **Managing Performance with Positive Communication:**
Nov. 16 at 1:30 p.m.

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DISCUSSION
ASK QUESTIONS, SHARE EXPERIENCES



THANK YOU!

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