Course #15

CREATING A NEXUS BETWEEN WORKERS' COMPENSATION AND SAFETY

Workers' Compensation Program Manager

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National Park Service

Risk Management Division

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NEXUS IS…

“ A means of connection; a link or tie. That which unites or bonds.”

In other words,

Putting safety and workers’ compensation together is a natural marriage. Important to bridge the two by increasing contact, one with the other.”

To Have an Effective Workers' Compensation Program: Must Be Linked to Safety

- Create the Culture-Organizational Values
- Demonstrating Leadership-Role, **Felt Leadership**
- Line Organization Responsibility and Accountability
- Employee Involvement and Influence
- Essential Management Systems
  - Accountability Incident Investigations
  - Auditing

MOTIVATORS

- Humanitarian Benefits
- Improved Employee Relations
- Improved Productivity-Reduced Costs

Acts of People are the Cause of Essentially All Injuries

- Injuries arise from the unsafe acts of people. Therefore, essentially all injuries can be prevented.
- Management, ultimately, is responsible for the actions of employees on the job. Therefore, management is, ultimately, fully responsible for the prevention of injuries, through the elimination of unsafe acts.

Felt Leadership Behaviors

- Be an active and visible participant.
- Create and enforce policy, standards and expectations.
- Establish strong accountability.
- Integrate safety into operations.
- Provide continuous positive feedback.
- Honor, reward and recognize.

Felt Leadership (con't)

- Ensure that all serious injuries are reported to management within 24 hours.
- Make sure (1) caring for the employee and family and (2) incident review are the first order of business.
- If employees are seriously injured, visit employee and, if appropriate, the family.
- Review incident, root causes, steps taken to prevent recurrence with senior management.

Integration of Safety & Workers' Comp. Into Business Objectives

Safety and workers' compensation must be integrated into the operation's objectives and routine management and operating processes.

SAFETY MANAGEMENT INFORMATION SYSTEM

- To report and record employee injuries and illnesses, damage to government property, and to provide specific incident statistics.
- Facilitate communication and information sharing among Departmental employees on safety and health topics.
- Provide access to information sources, regulations, and tools that assist sites with safety activities.

SMIS ACCIDENT/INCIDENT REPORT

- **Details of the Accident/Incident**

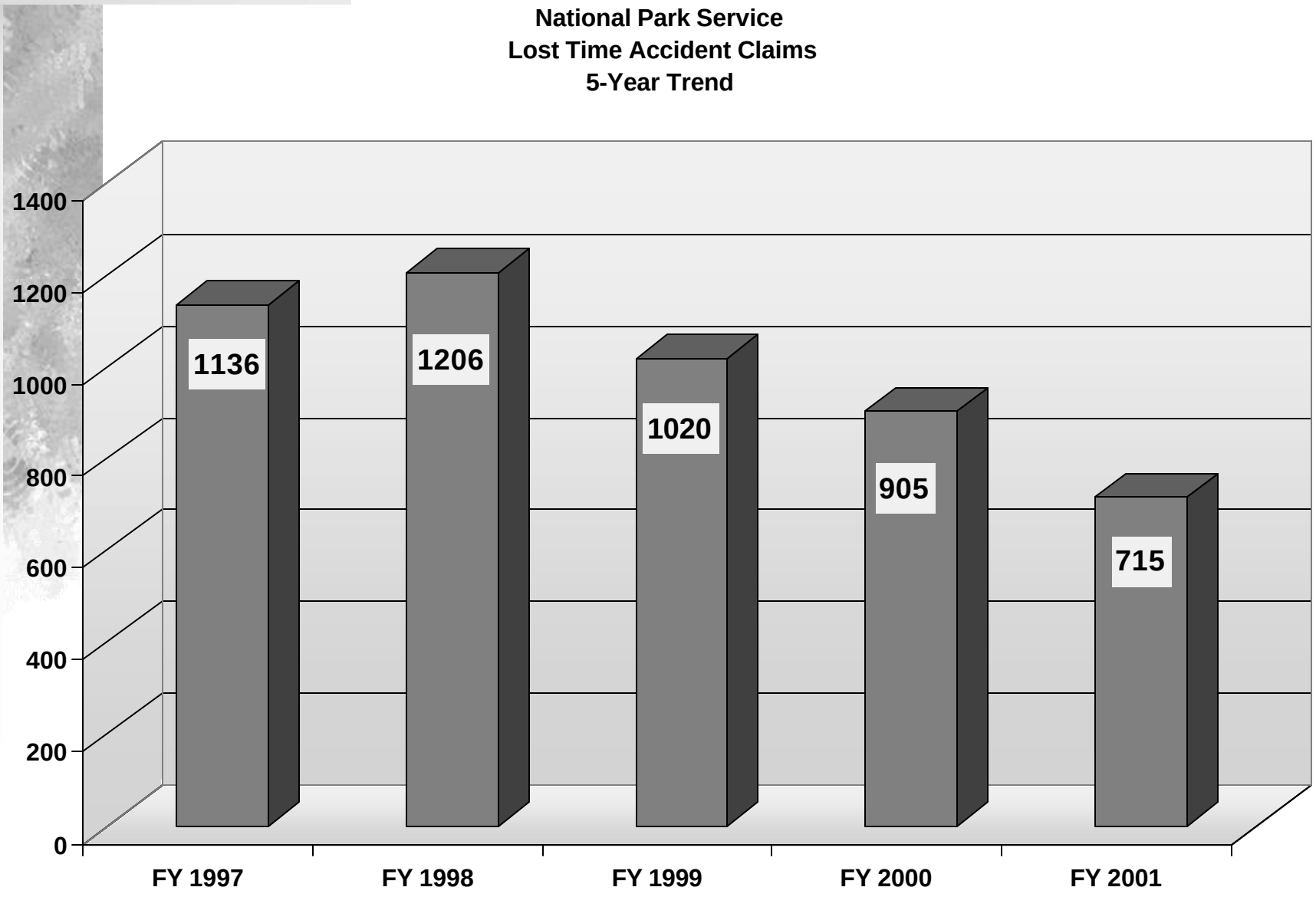
Date/Time: 01-May-02 02:00 PM	**Reporter:** Jane Poe
ZIP: 20240	**Reviewer:**
Result: 01 – Personal Injury Only	**Report Date:** 15-May-02
Narrative: While walking down the main corridor hall, slipped and fell on wet floor.	
Place 1849 C Street, NW	

Unsafe Act: **Pri:** 04 – Failure to Secure or Warn **Sec:**	**Unsafe Condition:** **Pri:** 80 – Hazardous Conditions **Sec:**	**Management Factor:** 52 – Conditions unsafe, lack of maintenance, or faulty

- **Injuries Related to this Accident/Incident**

Injured Name: Mary Doe **Employee Stat:** 01 - Permanent **Bureau:** 10 **Activity:** 01 – Administrative/Clerical **Did injury result in Fatality? N** **Date Work Stopped:** **Days Restricted Activity** 0	**Injured ID:** 111-55-9999 **Occ Code:** 0343 **Sub-Bureau/Org Code:** 2430 **Days Lost Time: 0** **Date Work Resumed:**

Primary Injury level	**Body Part:** PS – Feet, single foot **Type Inj:** 210 – Feel on same **Cause: 64 –** Fall/slip floor surface	**Nature: T – Traumatic Injury Category** **Severity: 02** **Source:** 0110 – Walking/Working Surface (floor, street, etc.)


National Park Service
Lost Time Accident Claims
5-Year Trend
1400
1200
1000
800
600
400
200
0
1136
1206
1020
905
715
FY 1997
FY 1998
FY 1999
FY 2000
FY 2001

Achieving Safety & Workers' Compensation Excellence

- Establish the Culture
- Demonstrate Leadership
- Establish Effective Management Systems
- Establish Employee Involvement and Influence