

LSU

SAFETY IMPROVEMENT PROGRAM, INCLUDING
REVISIONS TO
PS 90 AND PS 67

Risk Management and
Environmental Health and Safety

October 8, 2013



SAFETY IMPROVEMENT TEAM

Paul T Favaloro

Fran Guerin

Tina Jackson

David D Hurlbert

Brad Wilson

Craig P Stevens

Julie A Walsh

Stever D Waller

Karen Rockett

Colorado Robertson

Jim

Morris E Pyle

Celena R Trahan

Susan W Kohler

Jon A Desselle

Fannie J Moncrieffe

Todd W Jeansonne

David A Taylor

Michael Hooks

Patrick F West

Mike Durham

LSU

THE TEAM'S ROLE

- Provided stakeholder input structuring the plan
- Helped in determining the hurdles to implementation and find solutions to get over them
- Communicated the plan to team members' respective areas and provided feedback
- Will work to meet the goals of the plan in the future.



GUIDING PRINCIPLES OF TEAM

- Maintain focus on protecting safety of employees
- Accountability for Workers Compensation must reside in all campus activities and programs/departments
- Managers/Supervisors must accept responsibility & accountability for their roles in accident prevention and in returning employees to productive work as soon as possible

STRATEGIES FOR IMPROVING RESULTS

- Focus safety training on high frequency case types/areas and analyzing accident data
- EHS will develop means of recognizing excellent safety performance by work groups, including competition for safety awards.
- Improve our ability to treat first aid cases on site through more training for employees on First Aid/CPR and availability of kits.
- Expand drug screening program to include random employment, random and post accident/incident screening (PS 67)
- Return employees to work on modified duty





ACCIDENT REVIEW

- EHS is notified immediately and will review accidents in addition to supervisor
- Investigations will include the department personnel involved and EHS personnel
- During the investigative process, return to work plans will be formulated where appropriate and needed.
-



SAFETY REVIEW COMMITTEE

- Safety Review Committee consists of Representatives from HRM, EHS, Risk Management, and the department involved

Responsible for reviewing and approving or disapproving
Academic (i) 1 (m) - 94 3294 3294 33T 82. BT /P-1 (1(nv)-14]



MANAGEMENT OF MEDICAL TREATMENT

- Student Health Center will have a central role in treatment management of medical issues
- SHC Physicians, administrator and nurses will assist in our program
- Drug Screening will be provided by Student Health Center
- Case Management Follow-up Program will be pursued for the outstanding cases



POLICY REVISIONS:

PS 90, WORKERS' COMPENSATION AND WORK RELATED ACCIDENTS, AND PS 67, MISUSE OF DRUGS OR ALCOHOL

- Process for development and implementation of new requirements
 - Identification of policies
 - Research and drafting of initial policy language, including stakeholders
 - Distribution to the University Safety Committee for input and review
 - Presentation to key administrators
 - Policy/program review by legal counsel and necessary governmental authorities
 - Opportunity for review and comment from campus community through publication on Risk Management Website and presentations to key groups
 - Review by FAS Vicer Chancellor and Provost and approval by Chancellor
- Revisions approved effective January 7, 2013



PS 90, WORKERS COMPENSATION AND WORK RELATED ACCIDENTS (NEW TITLE)

- Streamlined to Primarily Address Workers Compensation Program pages to 3.5 pages
- Outlines employee, supervisor and department responsibilities
- Requires immediate injury reporting and follow-up investigation
- Requires injured employee to return to duty as soon as he/she can on light (“modified”) duty
- Requires departments to participate by facilitating return of the employee on modified duty
- Policy language clarifies use of compensatory time or vacation for accidents.
- PS 105 “Return to Work Procedures for Employees on Workers Compensation” incorporated into PS 90. (Eliminated PS 105)

L

DEPARTMENT RESPONSIBILITIES FOR FIRST

- PS 90: The

FIRST AID PROVISIONS

- First Aid Kits available from EHS at no cost
 - Future costs of maintaining kits rests with department
 - Someone should be assigned to keep the kit up to date
- First Aid Training available from EHS at no cost to department
- First Aid Provided at a health care provider will be charged back to department
 - Through internal transaction
 - Directly from Student Health Center (\$2160 site treatment)

MODIFIED DUTY REQUIREMENTS

- PS 90 Subject to the Guidelines Related to Modified Duty, below, if an employee is unable to return to full duty an injury arising out of the work activity, but able to return on modified duty, the department shall establish a suitable temporary work activity within the department considering limitations placed on the employee by the attending physician, department needs and employee job qualifications. Contact the LSU Office of Risk Management if the employee cannot return to modified duties.

RETURN TO DUTY REQUIREMENTS

- The employee must meet the required qualifications for the modified job assignment which the employee will be required to perform,
- The work must be a meaningful and productive part of the department's operations,
- The work must conform to the medical restrictions set by the health care provider.

CONT'D RULES ON RETURN TO DUTY

- Employees may be detailed to special duty for a period not to exceed one year.
- The detail to special duty may be lateral or downward, but detail to a higher position may also be approved on a case-by-case basis, when justified.
- A position may be double encumbered, if necessary.
- The employee's base pay cannot be reduced during the detail to special duty
- The appropriate administrator of the work unit in which the modified duty assignment is identified must approve the proposed placement.

THANK YOU

- Training for Departmental Supervisors available. Contact EHS (85640) or Risk Management (83297)
- Information available on EHS and Risk Management Websites:
 - EHS: <https://sites01.lsu.edu/wp/ehs/safetyimprovementprogram/>
 - RM: <http://sites01.lsu.edu/wp/riskmgt/>
- Website Address for PS 90
[http://appl003.ocs.lsu.edu/ups.nsf/4d8b193f0753c7e48625714000672bD0491592419C9CD86256C250062A1E7P/\\$+90+R01+1+7+2013.pdf](http://appl003.ocs.lsu.edu/ups.nsf/4d8b193f0753c7e48625714000672bD0491592419C9CD86256C250062A1E7P/$+90+R01+1+7+2013.pdf)
- Website Address for PS 67
[http://appl003.ocs.lsu.edu/ups.nsf/4d8b193f0753c7e48625714000672b2C4DE706B5226386256CBF007AF1A4P/\\$+67+R05+1+7+2013.pdf](http://appl003.ocs.lsu.edu/ups.nsf/4d8b193f0753c7e48625714000672b2C4DE706B5226386256CBF007AF1A4P/$+67+R05+1+7+2013.pdf)