

## SAFETY IMPROVEMENT PROGRAM, INCLUDII REVISIONS TO PS 90 AND PS 67

Risk Management and Environmental Health and Safety
October 8, 2013



#### SAFETY IMPROVEMENT TEAM

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#### THE TEAM'S ROLE

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





## GUIDIN®RINCIPLES OF TEAM

- Maintainfocus on protecting safety of employees
- Accountability Morkers compensation must reside in all campus activities and programs are transferred to the compensation must reside in all campus activities and programs are transferred to the compensation must reside in all campus activities and programs are transferred to the compensation must reside in all campus activities and programs are transferred to the compensation must reside in all campus activities and programs are transferred to the compensation must reside in all campus activities and programs are transferred to the campus activities are transferred to the campus activities and programs are transferred to the campus activities are transferred to
- Managers/Supervisors must accept responsibility & accountability for their roles in accident prevention and i returning employees to productive work as soon asupdists



#### STRATEGIES FOR IMPROVING RESULTS

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





## ACCIDENT REVIEW

- EHS is notified immediately and will review citalents in addition to supervisor
- Investigations will include the department personnel involv 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

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#### 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 Program will be pursued for the outstanding ases





#### **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 policyeds
  - Research and drafting of initial policy language, including stakehold
  - Distribution to the University Safety Committee for input and review
  - Presentation key administrators
  - Policy/program revbewlegal counsehd necessary governmental authorities
  - Opportunity for review and comment from campus community through publication Risk Management Website and presentations to key great
  - Review by FAS VCheancellor and approxyaChancellor
- Revisions approved effective January 7, 2013

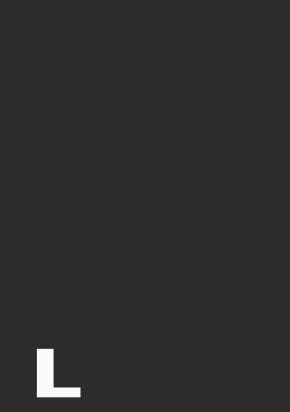




# PS 90, WORKERS COMPENSATION AND WORK RELACCIDENT (SNEW TITLE)

- Streamlined to Primarily Address Workers Compensation Progra pages to 3.5 pages
- Outlines employee, supervisor and department responsibilities
- Require immediate injury reporting and to to we stigation
- Requires injured employee to return to duty as soon as he/she dight ("modified") duty
- Requires departments to participate by facilitating return of the emodified duty
- Policy language clarifies use of compensatory time or vacation f accidents.
- PS 105 "Return to Work Procedures for Employees on Workers Compensation" incorporated into PS 90. (Eliminated PS 105)





## 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 (\$2 in 60 ute treatment)



## MODIFIED DUTY REQUIREMENTS

• PS 90 Subjecto the Guidelines Related to Modified Duty, below, if an employee is unable to return to fulledtotyan 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 physic department needs and employee job qualifications the LSU Office of Risk Management if the employee cannot re to modified duties.



## RETURN TO DUTY REQUIREMENS 90

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



## CONT'DRULES ON RETURN TO DUTY

- Employees may be detailed to special duty for a period not to exone year.
- The detail to special duty may be lateral or downwardthat detail
  higher position may also be approved orbaccasse 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 modi duty assignment is identified must approve the proposed placen





#### THANK YOU

- Training for Departmental Supervisors avalantaect EHS (85640) or Risk Management (83297)
- Information available Edit Sand Risk Managemet Metables:
  - EHShttps://sites01.lsu.edu/wp/ehss/asfetyimprovemeiptrogram/n
  - RM:<a href="http://sites01.lsu.edu/wp/riskmgt/">http://sites01.lsu.edu/wp/riskmgt/</a>
- Website Address for PS 90 http://appl003.ocs.lsu.edu/ups.nsf/4d8b193f0753c7e48625714000672k
   D0491592419C9CD86256C250062AiE7PS+90+R01+1+7+2013.pdf
- Website Address for PS 67
   http://appl003.ocs.lsu.edu/ups.nsf/4d8b193f0753c7e48625714000672k
   2C4DE706B5226386256CBF007AFAAXP/\$+67+R05+1+7+2013.pdf

