

# LSU

A brief overview of  
Safety Improvement Program  
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# SAFETY IMPROVEMENT TEAM

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# THE TEAM'S ROLE

- Provided stakeholder input on structuring the plan
- Helped in determining the hurdles to implementation and finding 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 and departments
- Managers/Supervisors must accept responsibility & accountability for their roles in accident prevention and in



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# ACCIDENT REVIEW

- EHS is notified immediately and will review ALL 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 a BUnDsKdsKdlcWdKUhdC'UaDsKdl/HkdU BUnDsKds

# SAFETY REVIEW COMMITTEE

- Safety Review Committee consists of Representatives from HRM, EHS, Risk Management, and the department involved
- Responsible for reviewing and approving in a timely manner the Action Plan developed in an Accident Review of a serious accident or incident
- Purpose of the Committee is to ensure consistency in rule enforcement, high emphasis on safety and appropriate involvement by key personnel in administering the safety program
- The Director, EHS, will coordinate the Committee's activities and communicate with personnel as needed





# 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 policy needs
  - Research and drafting of initial policy language, including stakeholder input
  - 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

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

- Streamlined to Primarily Address Workers Compensation Program - 15 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 perform 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 lost time accidents.
- PS 105 "Return to Work Procedures for Employees on Workers Compensation" incorporated into PS 90. (Eliminated PS 105)



