DOES YOUR SAFETY NEW YEAR’S RESOLUTION INCLUDE AN ACTION PLAN?

As a safety or workers’ compensation coordinator, one question that was probably on your mind at the beginning of the new year was what are my safety resolutions for 2012? As you were pondering this question, I am sure at the top of your safety goals for the year was to reduce injuries and accidents. It is extremely important to set goals and resolutions at the beginning of a new year. However, without an action plan, most resolutions end before they even get started. We are already one month into the new year, which is a perfect time to re-evaluate your safety resolutions and ensure you have an action plan that will last you all year and beyond.

The Division of Risk Management, State of Florida Loss Prevention Program (SFLPP), is here to help you stay on track with your safety resolutions for 2012. Whether your goal is to reduce injuries and accidents, stay up on training, or improve your return to work program, SFLPP has several resources to support your safety program.

One resource SFLPP offers is the Fiscal Year Trending Report. The Fiscal Year Trending Report, which will be provided to agencies and universities in March 2012, is an excellent planning tool to assess the progression of your agency’s loss prevention program over time. This report will allow you to compare your agency’s claims loss experience internally for workers’ compensation, general liability, automobile liability, and federal civil rights coverages for the past three fiscal years.

Another SFLPP resource to keep you on track in meeting your safety New Year’s resolutions is our safety and human resource training curriculum. Our collection of training resources include hundreds of PowerPoint presentations, over 20 training videos and countless educational handouts, quizzes and other assessment tools. We also have STARS training to help you become more efficient in running claims reports. Be sure to contact Juana Powell at (850) 413-4781 to find out when the next STARS training will be held.

As we move further into the new year, what are your safety resolutions and do you have an action plan to stay on target? Remember, whatever your safety goals may be, SFLPP can help you reach them. Happy New Year!!
The Aches and Pains of an Aging Workforce Maybe Less Costly Than Expected According to NCCI Report

A recent report conducted by the National Council on Compensation Insurance (NCCI) titled "Workers Compensation and the Aging Workforce," released in January 2012, discusses the growing concern of the potential adverse impact on workers' compensation costs as the "baby boomers" postpone retirement and accelerate the aging of the workforce.

According to the NCCI report, the share of workers ages 55 to 64 has been growing steadily, while the share of workers ages 45 to 54 has seen a modest increase. The share of workers ages 65 and older is growing, but remains small, from about 3 percent in 2000 to less than 5 percent in 2010.

Findings from the NCCI report indicated similar average loss costs for all groups of workers, ages 34 to 64. Additionally, the report states that claim frequency has declined across all age groups in the last several years as workplaces generally have become safer. However, medical and indemnity claim severity for workers ages 45 to 64 was more than 50 percent higher than claim severity for the study’s youngest workers, ages 20 to 34. The report states that there is a common belief among many that because of poorer health and longer healing times, medical severity among the oldest workers is likely much greater than among younger workers. NCCI also noted that higher wages contributed to higher indemnity costs among older employees in the study, who received 26 percent more in average temporary benefits per day than workers ages 20 to 34. The study is available at www.ncci.com.

To address the concerns of an aging workforce on Florida agencies and universities and provide programmatic guidance, the ad hoc Interagency Advisory Council Aging Workforce Committee was established in November 2011. The committee’s goals are to review research on this issue, receive testimony from experts, and develop best practices and strategies relevant to aging state workers.

February 5 to 11 is National Burn Awareness Week, a good time to acknowledge that burns are a common workplace injury. How bad a burn is depends on how many layers it affects. According to the American Red Cross, first-degree burns affect only the first layer of skin, which gets red right away. Second-degree burns involve both reddened skin and some blistering. Third-degree burns look charred, and may reveal tissues that appear to be white underneath the destroyed skin. Protect yourself from burn pain and possible infection by knowing first aid.

For first-degree and second-degree burns:

- Lay the victim down and elevate severely burned limbs.
- Cut away clothing if necessary, but don't try to remove clothing that is stuck to a burn.
- Call for emergency medical assistance if the burn covers a large area of the body or affects the eyes or face.
- Flush burned areas with water until emergency medical help arrives.
- Remove contaminated clothing, if possible.
- See a doctor if the burn covers a large area or gets infected.

For third-degree burns:

- Call for emergency medical assistance immediately.
- Lay the victim down and elevate severely burned limbs.
- Cut away clothing if necessary, but don't try to remove clothing that is stuck to a burn.
- Make it difficult for a victim to breathe.
- Cover a significant portion of the body.
- Involve the head, neck, hands, feet, or genital
- Are caused by chemicals, electricity, or explosions.

Source: American Red Cross
CERTIFIED PUBLIC MANAGERS CAN HELP ENCOURAGE EMPLOYEE WELLNESS

During the past two years, I have been fortunate to have the opportunity to work at the Division of Risk Management, State of Florida Loss Prevention Program (SFLPP), as training coordinator. In my role as training coordinator, I am responsible for training safety coordinators and alternate safety coordinators at all 48 agencies and universities on risk management and loss prevention issues.

Did you know that you, as a certified public manager at an agency or university, can also play an important role in promoting safety and loss prevention? Whenever there are safety hazards, employees are encouraged to report the incident to their supervisor or manager as soon as possible. Supervisors are also the ones that are notified by employees when they have been injured or hurt on the job.

SFLPP, beginning in January, started to focus on the safety theme for the quarter of employee wellness. During the months of January, February and March SFLPP, along with the Department of Health, will focus on providing classroom trainings and webinars on employee wellness. We will also be providing health and wellness information through our Safety Outlook Newsletter and our Safety Notes E-Bulletin.

If you have never thought of your role as helping to ensure the health and safety of your employees, you should begin today. Learn more about our employee health and wellness training for this quarter by emailing statelosspreventionprogram@myfloridacfo.com, to be added to our e-mail distribution list to be notified of upcoming training sessions.

As a manager, it is important to remember your role in safety and remember investing in the health and wellness of your employees pays major dividends.

DEALING WITH WORK STRESS SAFETY QUIZ

Want to know the quickest and most cost effective way to find out what's stressing your employees? The simple answer is to “ask them” in a non-threatening and productive way. Use this Dealing with Work Stress Safety quiz to educate your workers on wellness. This brief safety session should teach employees the causes and dangers of work stress and stress-reducing approaches and techniques. For the full training session, including the 7 minute safety trainer outline, contact Deidra Jones at Deidra.Jones@myfloridacfo.com.

1. Stress is always a bad thing?
   a. True
   b. False

2. Too much stress or continued stress can increase risk of:
   a. Illness and heart attack
   b. Low blood pressure
   c. Both a and b

3. Stressful work situations can seem worse if you also:
   a. Smoke
   b. Have personal problems
   c. Have a good sense of humor

4. Exercise can help reduce work-related stress because it:
   a. Makes you too tired to worry
   b. Clears your head and relaxes your muscles
   c. Lets you combine mental worry with physical effort.

5. Trying to control all situations will reduce stress.
   a. True
   b. False

In January 2011 the State of Florida Loss Prevention Program (SFLPP), along with four participating agencies and universities, officially kicked off the Slips, Trips and Falls (STF) pilot project. It is over a year later and the results of the project are in. The STF pilot project was designed to track the impact of the STF training video in reducing and preventing slip, trip and fall claims for Florida Atlantic University, Florida Department of Health, Florida Department of Highway Safety and Motor Vehicles, and the University of Central Florida.

The project required each agency to show the 3-minute STF training video to all employees within a workgroup or unit by March 1, 2011. The workgroup or unit served as the test group for the pilot. In order to meet this requirement, each agency took a unique approach to delivering the training. Here’s what the data showed for each agency:

**Department of Health (DOH)**
Department of Health showed the training video using their Learning Management System (LMS) to employees at their Lake County Health Department. The preliminary data shows that DOH’s STF claims cost and frequency has gone down from FY 09-10 to FY 10-11. DOH also showed the video to any employee who filed a STF first report of injury or illness, or DWC-1. A quiz assessment was also given to ensure involvement and understanding.

**University of Central Florida (UCF)**
UCF showed the video to their Environmental Health & Safety (EH&S) staff using the e-mail blast. The data shows that claims cost and frequency have gone down.

**Florida Atlantic University (FAU)**
Florida Atlantic University’s approach to delivering the training video was to send an e-mail blast out to all 5,000 employees. The claims data shows that STF claims cost went up, while claim count went down.

**Department of Highway Safety & Motor Vehicle (HSMV)**
HSMV showed the video to employees at their Kirkman Building location using the e-mail blast. The data shows that claims cost and frequency went up slightly.

After a year of tracking STF claims data, the results show that proper training plays an important role in helping to prevent accidents and injuries. SFLPP suggests using a targeted approach to training to yield the best results. The claims data used in this pilot project compares FY 2009/2010 to FY 2010/2011 for each of the agencies with a validation date through December 2010 and December 2011 respectively.

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**SLIP, TRIP & FALL PILOT PROJECT SHOWS BENEFIT OF EDUCATION IN PREVENTING FALL INJURIES IN THE WORKPLACE**

Many people will be having a great time getting together with friends and watching the big football game in February. With these gatherings often come unhealthy foods that can ruin the New Year’s resolutions of many. Don’t get caught trying to serve your guests fattening snacks. Try out these healthy and delicious snacks that will delight your Super Bowl party guests and not be a burden on their diets. Follow this link to find these Super Bowl snacks and their ingredients:

http://www.health.com/health/gallery/0,,20338949,00.html
Workplace safety programs require active involvement and dedication from both management and employees in order to work well in terms of reducing accidents and injuries. One way upper and middle management can help in improving an organization’s safety program is by linking mandatory safety programs with opportunities for promoting health and wellness.

Dr. Casey Chosewood, a senior medical officer with the National Institute for Occupational Safety and Health (NIOSH), says that linking an organization’s safety program to health and wellness is extremely important. “The health of an organization’s workers and successful program operations are tightly coupled. You cannot have one optimized without optimizing the other,” said Dr. Chosewood.

Although creating a safety program that offers wellness opportunities is extremely important, many agencies find it difficult to create and maintain a viable program that focuses on safety, health and wellness. Dr. Chosewood says it is easy to dismiss employee wellness programs as “feel good” or “nice to have” programs, but employees are the most important element in the success of any enterprise, public or private. He added that as the American workforce ages and workers face earlier onset of chronic health challenges, investing in the health and well-being of employees becomes even more critical.

If money is an issue, Dr. Chosewood offers two low cost ways to promote health and wellness at an agency. The first thing he mentioned is to ask workers what will help them in meeting their health goals. The second is to provide more flexibility, if possible, so that workers can engage in healthier activities before, during, or after work. In addition, the Centers for Disease Control and Prevention offers several resources for agencies. NIOSH’s Total Worker Health program addresses issues of health and health promotion. The State of Florida Loss Prevention Program (SFLPP) is also offering a free webinar on February 28th on how to create an Employee Wellness program at little to no cost.

Employee wellness is an important area of focus for any agency or company. Having healthier employees will not only benefit the employees, but also reduce accidents and injuries as well as make the enterprise itself more successful.

If you don't know first aid for these situations, consider contacting the State of Florida Loss Prevention Program at (850) 413-4769 or by e-mail at Statelosspreventionprogram@myfloridacfo.com to sign up and register for a class. CPR and First Aid classes can be taught throughout the state.
In this month’s Safety Spotlight profile, the Division of Risk Management, State of Florida Loss Prevention Program, is proud to highlight Safety Award winner Julie Johnson of the Florida Department of Law Enforcement (FDLE). Ms. Johnson is the Acting Safety Coordinator but continues her role as the Workers’ Compensation Coordinator with FDLE. She was the recipient of the Division of Risk Management’s 1st place Alternate Safety Coordinator of the Year award for 2010.

For Ms. Johnson, winning the 1st place award was a special honor and privilege. “It was one of the most rewarding highlights of my career and it was nice to be appreciated for my contributions to safety and loss prevention,” said Ms. Johnson.

The 1st place award went to Ms. Johnson for her dedicated service and commitment to risk management and for her service as a member of the FDLE Safety Committee. While Ms. Johnson has served as Acting Safety Coordinator, FDLE achieved a reduction of 48 percent in claim costs in the category of medium agency, and a 28 percent reduction in claims frequency in the same category. In addition to serving on FDLE’s Safety Committee, Ms. Johnson also serves as a member of the IAC Executive Committee, which works to develop statewide safety and loss prevention priorities.

Ms. Johnson loves her job and what she finds most rewarding is that she is able to help employees. Ms. Johnson takes care of many of the logistic and administrative matters when an employee is injured, which in turn allows the employee to focus on getting better. Ms. Johnson takes her job very seriously because due to the mission of FDLE, working safely is paramount to staying alive.

Ms. Johnson has a B.S. degree in Business Administration from Eastern Kentucky University. She is also a member of the Society for Human Resource Management. In her free time, she enjoys spending time with friends and family including, her dog Samantha, reading a good book, and relaxing at the beach.

**SAFETY SPOTLIGHT**

1st Place Alternate Safety Coordinator Recipient

Julie Johnson

*Florida Department of Law Enforcement*

**UPCOMING TRAINING SESSIONS**

The Division of Risk Management, State of Florida Loss Prevention Program (SFLPP), is offering the following upcoming training sessions.

Save the date for these training sessions coming up in February and March.

**February 2012**

**Employee Wellness Program Webinar**

SFLPP and the Department of Health will be presenting a webinar on *How to Create an Employee Wellness Program that Works?* In this 45-minute webinar, participants will learn how to create and maintain an Employee Wellness Program with little to no out-of-pocket costs. The training is scheduled for February 28th. Flyers with registration information will be e-mailed the week of February 13th. To register early or for more information contact Deidra Jones at Deidra.Jones@myfloridacfo.com.

**March 2012**

**STARS Training**

Do you need help with running STARS reports? The next basic STARS training is being offered on March 27th at the Hermitage Center in Tallahassee.

- Tuesday, March 27, 2012 –10:00am to 12:00pm
  - 5 seats available
- Tuesday, March 27 2012 –2:00pm to 4:00pm
  - 5 seats available

For information on basic or advance STARS training contact Juana Powell at Juana.Powell@myfloridacfo.com or Liz Sargent at Elizabeth.Sargent@myfloridacfo.com.
Virtual Library

Be sure to visit our website for training resources on safety and loss prevention. We post our newsletters and e-bulletins at the website, and have helpful industry links and videos. We also have several forms posted.

http://www.myfloridacfo.com/risk/Loss%20Prevention/Virtual%20Library

- Workers’ Compensation Claim Change Form (available electronically & in Adobe Acrobat)
- State Liability Claim Change Form (available electronically & in Adobe Acrobat)
- Safety Coordinator Appointment Form (available in Adobe Acrobat only)

Articles or Suggestions for Improvement of this Newsletter are always welcome.

Please e-mail Deidra.Jones@myfloridacfo.com