

WORKPLACE SAFETY

Injury/Illness Prevention Program (IIPP)



Comprehensive Workplace Safety System (CWPSS)



The CWPSS is a KP National **Labor Management Partnership (LMP)** initiative to promote a safe work environment with the ultimate goal eliminating workplace injuries

CWPSS seeks to create a culture of safety that encourages every employee to take proactive responsibility for safety in their workplace

At Kaiser Permanente, safety is a core business and personal value



Who is Responsible for Your Safety?

- The Safety Department?
- Your Supervisor?
- Your Co-workers?



- All employees are accountable for working safely
- Managers are responsible for ensuring that the systems equipment, and support allow employees to work safely.
- All injuries and all Safety incidents are preventable; The Goal is "0".



Goals of the Workplace Safety Program



- Foster a culture of safety at KP
- Reduce workplace injuries
- Involve employee safety in operations
- Meet our LAMC injury goal of zero

LAMC had **269**

Accepted Worker's Compensation Claims during
Performance Year 2011

269 Claims = \$4,498,500

85 Indemnity Claims (Severe Injuries) = \$4,360,500

184 Medical Claims (Mild to Mod. Injuries) = \$138,000

Regional Performance



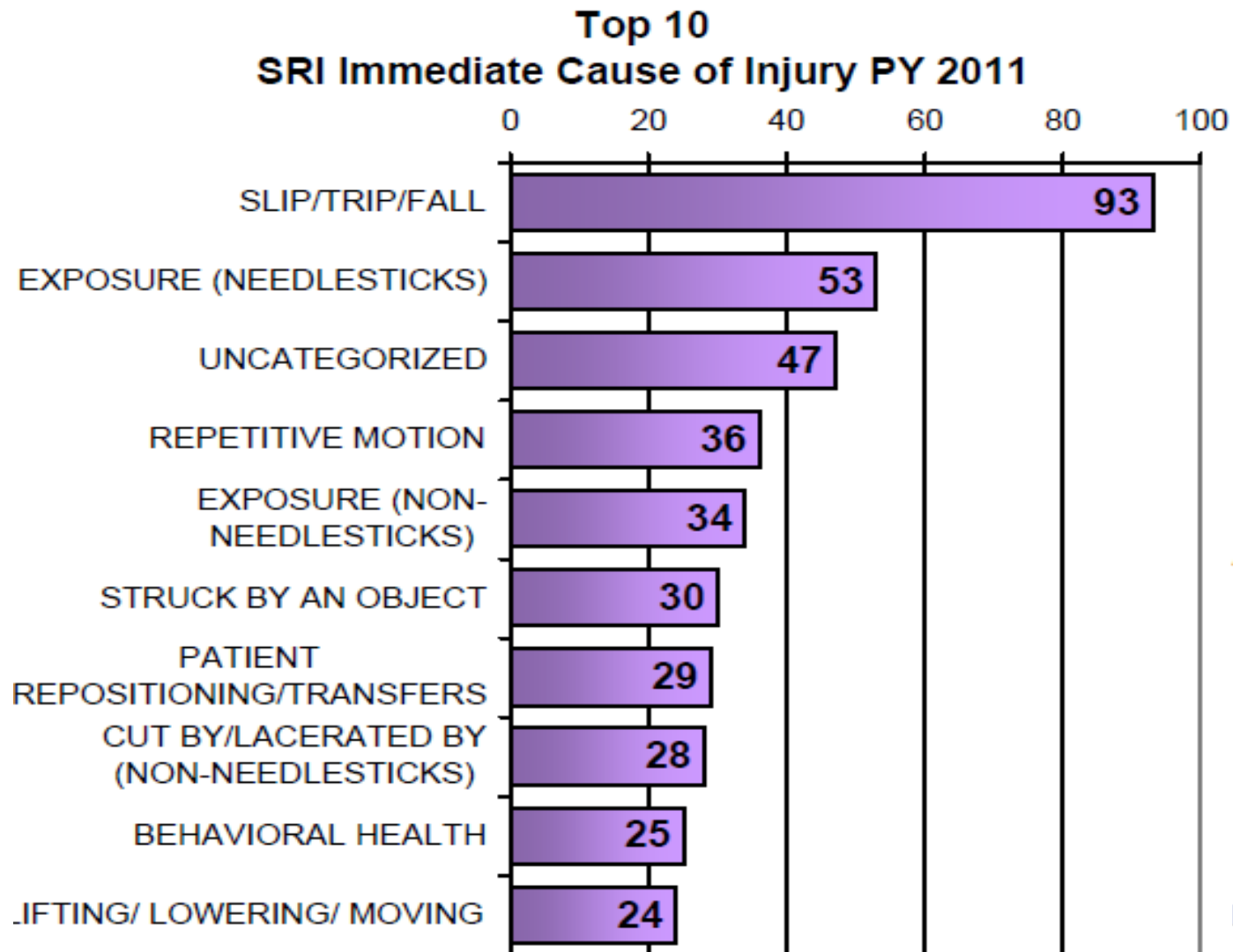
Region to Cost Center Detail Report Performance Year 2011

ACCEPTED CLAIMS		Injury Count													2011			
		2011													Total			
		2011	Oct 2010	Nov 2010	Dec 2010	Jan 2011	Feb 2011	Mar 2011	Apr 2011	May 2011	Jun 2011	Jul 2011	Aug 2011	Sep 2011	Injury Count	Prod Hours	Injury Rate	Indemnity/ Medical Costs*
Region to Cost Center Drill Down																		
Southern California		2799	248	288	268	234	187	196	216	198	277	242	235	210	2799	93,358,347	6.00	\$45,117,300
1	Panorama City (80850-80949)	125	8	15	13	10	8	7	13	12	13	6	13	7	125	5,038,128	4.96	\$1,761,900
2	Los Angeles (80001-80099)	269	27	24	20	23	13	15	26	16	23	29	27	26	269	10,062,406	5.35	\$4,498,500
3	Woodland Hills (81250-81349)	133	12	10	15	11	6	11	13	10	11	12	11	11	133	4,965,515	5.36	\$1,363,500
4	Fontana (80300-80449; 81700-81799; 81800-81899)	305	23	25	32	22	15	26	31	22	27	30	32	20	305	10,495,880	5.81	\$4,323,300
5	Riverside (81350-81499)	203	14	25	27	18	10	25	11	13	19	14	12	15	203	6,957,226	5.84	\$3,589,650
6	Orange County (81050-81149; 81150-81249)	278	25	18	20	25	20	18	20	20	35	31	20	26	278	9,069,314	6.13	\$5,617,350
7	South Bay (80200-80299)	162	7	10	14	14	14	19	11	12	20	16	11	14	162	5,012,144	6.46	\$2,295,150
8	Antelope Valley (81900-81999)	38	2	4	3	3	2	2	2	5	6	5	2	2	38	1,169,724	6.50	\$534,000
9	West Los Angeles (80950-81049)	143	14	19	8	6	15	9	15	12	13	7	14	11	143	4,358,011	6.56	\$2,382,000
10	Baldwin Park (81500-81599)	174	7	23	21	24	13	4	10	14	19	13	15	11	174	4,987,017	6.98	\$3,163,500
11	San Diego (80450-80849)	388	39	39	45	29	28	36	26	20	36	37	32	21	388	10,659,569	7.28	\$6,205,350
12	Downey (80100-80199)	262	26	31	16	26	21	10	11	22	24	24	28	23	262	7,151,701	7.33	\$3,330,600

* Estimated Indemnity Cost Per Claim is \$51,300. Estimated Medical Cost Per Claim is \$750. Information provided by Region.

Types of Injuries

Safety
begins with
me.



CWPSS 5 Processes to Prevent Injuries



**Safety Observation/
Conversation**

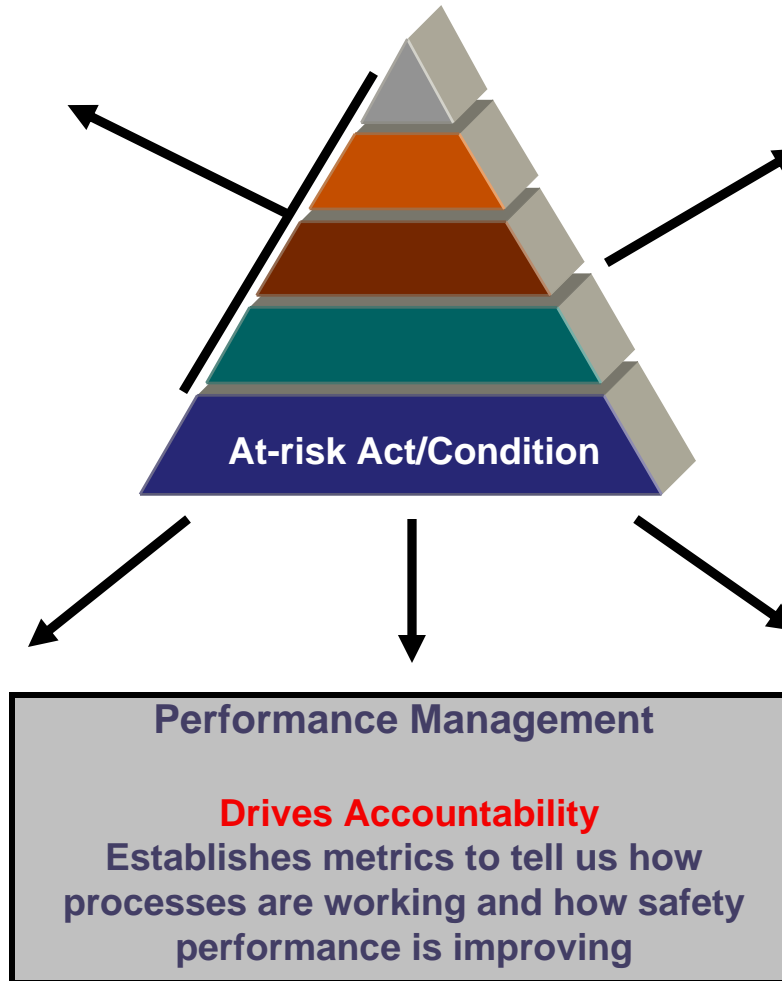
**Reinforces Standards &
Expectations**

Observes how work is
being done, both safe
and At-Risk

**Incident
Investigation**

Prevents Recurrence

Determines causes of
incidents and defines
corrective measures to
prevent recurrence



**Policies &
Procedures**

**Defines & Documents
Standards**

Establishes safe
ways to work

**Employee
Involvement**

**Fosters Employee
Involvement**

Increases individual and
group safety awareness



What to do When an Injury Occurs



Employee Responsibilities

- Employee is to report injury immediately to supervisor or manager on duty (LAMC Policy)
- Seek medical care if needed
- Return to your manager: Medical disposition (restrictions) from your provider

Where to go if you are injured



- **Employee Health Services (EHS)/Urgent Care**
 - EHS will evaluate all injuries and treat as needed, unless employee request emergency care
 - When closed report to Urgent Care/After Hours
- **Emergency Department**
 - Medical Emergencies
 - When EHS/Urgent Care is Closed

EHS Hours

(Closed for lunch 12-1pm)

Monday-Friday 7:30am-
4:00pm

Urgent Care Hours

Monday-Friday
4:00pm-9:00pm

Saturday-Sunday & Holidays
8:00am-9:00pm

EHS/Urgent Care is located at 1526 Edgemont, 1st floor



- If the injury is beyond First Aid, EHS will provide the DWC-1 form and escort the employee to OHS
- If the employee requests the DWC-1 form, refer to EHS
- If the employee presents to ED due to an emergency or off hours, obtain the DWC-1 form from EHS within 24 hours
- Employee has up to one year from the date of injury to complete the DWC-1 form



Manager Responsibilities

- Once notified of an employee's injury, offer the employee access to EHS, Urgent Care or ED
- An employee who appears to have a serious medical condition must be accompanied by the manager or designated employee to the Emergency Department
- Submit the online Supervisor's First Report of Injury form within 24 hours of knowledge of the injury through My HR
- Submit an Incident Investigation within 24 hours upon knowledge of injury, then Complete the investigation with action, communication or follow-ups within 30 days.

Serious Adverse Events



Serious Adverse Events are workplace safety incidents that require prompt action and escalated reporting.

- **Fatality**
- **Hospitalization**
- More than one person requiring medical treatment is injured in the same incident
- Loss of consciousness (as a result of an injury)
- **Amputation or avulsion**
- **Burn – second degree or worse (Jan. 2011)**
- Chemical exposure that requires medical treatment
- Compound fracture or multiple fractures
- Electrocution
- Laceration requiring sutures
- Off for more than seven consecutive scheduled shifts as a result of a work-related incident

Serious Injuries Require Specific Steps to be Followed



OSHA and LAMC Requirement:

Directors, Managers, or Supervisors will report “Serious Adverse Event” incidents involving employees, physicians, contractors, volunteers and others who are Working within their area of responsibility within 8 HOURS of occurrence.

If any of these injuries occur, contact **3-SAFE** immediately. The Safety Department will then take responsibility in reporting immediately to OSHA.

Required Workplace Safety Training



ALL EMPLOYEES (except doctors and students)

- Workplace Safety Mandatory Training (1 Hour)
- When: Immediately – Ask your manager for our current class schedule

ALL MANAGERS (with direct reports)

- Comprehensive Workplace Safety Systems (4 Hours)
- When: First 90 days of employment – Contact WPS for our current class schedule



Questions?

