

# A Holistic Approach to Wellness and Injury Prevention

## Safety Commitment

Prevention

Monitoring

Managed Care

Fit For Duty

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# DOE Strategic Petroleum Reserve ISM Champion

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# Presenter's Biography

## James Carlson, CSP

James Carlson has worked for DynMcDermott and the Strategic Petroleum Reserve for 18 years. James began his tenure with DynMcDermott in the field as a Site Safety Specialist and then as a Senior Construction Safety Specialist; before working his way into the New Orleans Corporate Office as a Senior Safety Analyst and currently is the Occupational Safety Lead. Areas of expertise include General Safety, Construction Safety, OSHA Recordkeeping, Subcontractor Safety, Safety Statistics, and VPP where he is a Special Government Employee. James has been involved with the 4 DynMcDermott site's VPP programs from the initial application and approvals through the recent recertification of each site. As a Special Government Employee he has mentored two other corporations through the VPP process to achieve VPP status.

## Suzanne Broussard

Suzanne Broussard has been the Safety and Health Manager for DynMcDermott for 17 years. She has worked on the Strategic Petroleum Reserve for 27 years. She has an M.S. in Occupational Safety Management and has worked in the areas of systems safety, ISM, occupational safety and health, HPI, and behavioral safety. Under her management DynMcDermott Petroleum was accepted as Voluntary Protection Program Star participants in both the DOE and OSHA VPP and won the international Robert W. Campbell Award. The award honors evidence-based operations systems in which environment, health, and safety (EHS) is well-integrated and recognized as a key business value.

# The Challenge

- Aging workforce with an average age of 50+
- Working “smarter”
- Changing job requirements
- Desire for quality care
- A potential H1N1 pandemic
- This leads to increased risk
  - Injuries
  - Illnesses
  - Cost



# Holistic Approach

- Commitment
  - The Safety Commitment
- Prevention
  - Hand sanitizers
  - Flu shots
  - Education
- Monitoring
  - Blood pressure
  - Scales
- Fit For Duty
- Improved Case Management
  - Managed Care Contractor



# Safety Commitment

- I am responsible for my safety and the safety of others.
- I am committed to an incident and injury free workplace.
- I acknowledge that people are fallible, and even the best make mistakes.
- I actively anticipate and communicate error-likely situations and failed defenses.
- I will not perform or permit an unsafe act – I have the responsibility and authority to stop work.
- I will encourage and reinforce the safe behavior of others
- I will make these commitments part of my everyday life at work and home.

*Each was signed by the Employee, Manager/Supervisor , Director of ES&H, and President and CEO of DynMcDermott*

# Prevention

- Hand Sanitizers
  - Installed in every building in New Orleans and at the sites
- Flu Shots
  - Provided, free to DOE, DM, CSS, and Gem
- Education
  - Wide circulation e-mail: information, symptoms, precautions, what to do if you get sick
  - Hospital bulletins



# Monitoring

- Blood pressure machines
- Doctor's scales
- Self-checking



# Fit For Duty

- **Fit for Duty:** To prevent employee injuries due to overexertion.
- Contract issued beginning in FY2010
- Associated clinics provide Fit for Duty testing using consistent protocol
  - Job descriptions reviewed for physical requirements
  - Ergonomist monitors chosen job in field
  - Job descriptions revised as necessary
  - New hire employees tested against requirements prior to offer



# Fit for Duty (continued)



- Incumbent employees tested whose jobs require specific physical characteristics, only:
  - prior to returning to duty after an accident or illness
  - if there is reason to believe that their capabilities have changed
  - if they request the testing
- Determine whether capable of doing job or not
- If not:
  - Do not make an offer (new hire)
  - Provide a remediation program (incumbent)
  - Remove from job (incumbent)



# Improved Case Management

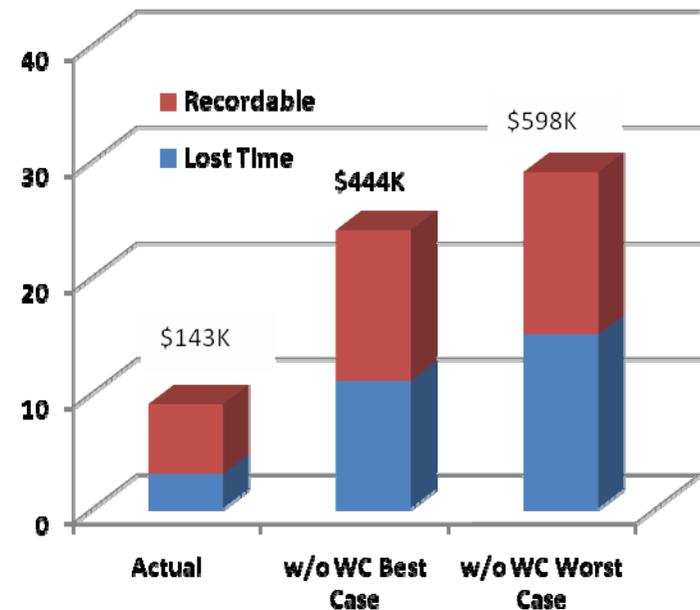
- **Managed Care**

- Initial Contact: the “Golden Hour”
- Clinical Resources
- Speed of Service
- Appropriate Care
- Coordinates Medical Care
- Contact Maintained Until Workers’ Compensation Case Manager is involved



# Direct or Indirect Savings

- 34 cases to Managed Care (6/1/09 – 7/31/10)
  - Nine became Recordable
  - Three became Lost Time
- Without Managed Care
  - 24 Recordable
  - 11 Lost Time



- Estimated Direct Cost Savings of: \$300,875

# Questions & Answers

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