



We do the right thing.

Sprain and Strain Reduction Through MoveSMART®

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Presenter:

Kevin Smith, CSP

Manager, Safety and Health Programs

Event:

ISMS Champions Workshop

Augusta, Georgia

- B.S. Management with Concentration in Safety and Health, Clemson University
- Certified Safety Professional since 1992
- 26 years of Safety and Health experience
 - Construction
 - DuPont
 - Bechtel
 - Operations
 - URS

- Upward trend in sprain and strain injuries for the first half of 2009
 - Fracture/sprain to ankle descending steps
 - Separated shoulder when leaning to place a long handle tool on rack
 - Back strain when uncoiling 50' and 80' 4" hoses
 - Back strain when lifting riser plug on tank top
- Slight increase in slips and falls
- Average age of the workforce = 53

- We had seen MoveSMART[®] presented at a corporate conference in late 2008
- Attended a session underway in Orlando in early 2009
 - Came away impressed
 - Interactive
 - High energy presenter (MoveSMART[®] consultant)
 - Good information
 - Well received
- Recommended potential use by SRR “down the road”

- Investigative homework
 - Process
 - Past client satisfaction (Avon, Anheuser-Busch, Delta)
 - What do they do for us?
 - Cost
 - Timing
 - Service after the sale
- Made proposal and received approval to move forward

We do the right thing.

- They sell the techniques, not the delivery. We own the process
 - Site visit to understand
 - Hazards
 - Functions
 - Issues
 - General culture
 - Photo opportunities
 - Tailored material for our company
 - Helps create employee buy-in



LINE of POWER™

- One-handed lifting
- Two-handed lifting
- Pushing & pulling
- Reaching under
- Using tools
- Kneeling



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- Identification of “catalysts” to do the training
 - Natural leaders
 - Track record of involvement in the safety process (VPP, BBS, or solid reputation)
 - Varied backgrounds
 - FLM
 - Operators
 - Mechanics
 - Construction representatives
 - Procedure writer
 - S&H support
 - Evaluation quote – “The instructors were mechanics and field technicians, not professional “instructors”. It was believable and real.”

- One week training for catalysts
 - Learning the material itself
 - Learning how to present the material conversationally (internalizing)
 - No memorization
 - Powerpoint
 - Flip charts
 - Wall charts
 - Props

- Management buy-in
 - Senior Level
 - Face-to-face discussion with directors
- Developed schedules for facility roll-out
 - Scheduled by the training organization
 - 2-3 90 minute sessions per week
 - 14-16 employees per class
 - 2 catalysts per class

- Class agenda
 - Introduction
 - Why we're here
 - Personal testimony as to benefits
 - Benefits
 - Safety Precautions



- Class Agenda (continued)
 - Techniques
 - Demonstration (volunteer)
 - Demonstration (group)
 - Explanation
 - Application
 - Role of the hands
 - Use of leverage
 - Lifting techniques
 - Mental aspects
 - Close
 - Commitment
 - Evaluation



- ~2,100 employees trained thus far
- Tangible results
 - Sprain/strain injuries dramatically reduced
 - 67% reduction in sprain/strain related injuries from FY09 to FY10

- Intangible results
 - Refreshing approach to safety and health training
 - Overwhelmingly positive feedback
 - Numerical results – Predominantly 8-10 on a scale of 1-10
 - Written comment examples
 - » Came in with a “waste of time attitude” – I was wrong
 - » Wish we could have had this training years ago
 - » Can’t wait to tell other people about this
 - » Most enjoyable class I’ve had lately
 - » Enjoyed the class. Great fun participating in it
 - » Good class. One of the more relevant classes with good practical use
 - » One of the best training classes I’ve had at SRS
 - » After the class I was exuberant about lifting at home and work

- Publications
 - Pulse on Safety
 - Management messages
- Signs and stickers
- Prompts in pre-job briefs
- Monthly safety meetings
- BBS critical behaviors
- View as another “tool in our safety toolbox” as opposed to the next “flavor of the month”



- Continue to reinforce Strength and Control
- Pursuing the MoveSMART® “Balance” module for FY11



- Questions?
- Movesmart.com
- See the MoveSMART[®] poster display
- Kevin Smith
 - Kevin.Smith@srs.gov
 - (803) 208-3176