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
About the Speaker

• 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
Background

• 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
Rewind

• 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”
The Move to Implement

• 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
The Expectations

- 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
The Expectations

• 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.”
The Process

• 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
The Process

- 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
The Actual Training

• 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
The Results

• ~2,100 employees trained thus far

• Tangible results
  – Sprain/strain injuries dramatically reduced
    • 67% reduction in sprain/strain related injuries from FY09 to FY10
The Results

• 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
Sustaining the Results

• 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”
Where Do We Go From Here?

- Continue to reinforce Strength and Control

- Pursuing the MoveSMART® “Balance” module for FY11
• Questions?
• Movesmart.com
• See the MoveSMART® poster display
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