

Course #15

CREATING A NEXUS BETWEEN WORKERS' COMPENSATION AND SAFETY

Workers' Compensation Program Manager

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National Park Service

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NEXUS IS...

“ A means of connection; a link or tie. That which unites or bonds.”

In other words,

Putting safety and workers' compensation together is a natural marriage. Important to bridge the two by increasing contact, one with the other.”

To Have an Effective Workers' Compensation Program: Must Be Linked to Safety

- Create the Culture-Organizational Values
- Demonstrating Leadership-Role, **Felt Leadership**
- Line Organization Responsibility and Accountability
- Employee Involvement and Influence
- Essential Management Systems
 - Accountability Incident Investigations
 - Auditing

MOTIVATORS

- Humanitarian Benefits
- Improved Employee Relations
- Improved Productivity-Reduced Costs

Acts of People are the Cause of Essentially All Injuries

- Injuries arise from the unsafe acts of people. Therefore, essentially all injuries can be prevented.
- Management, ultimately, is responsible for the actions of employees on the job. Therefore, management is, ultimately, fully responsible for the prevention of injuries, through the elimination of unsafe acts.

Felt Leadership Behaviors

- Be an active and visible participant.
- Create and enforce policy, standards and expectations.
- Establish strong accountability.
- Integrate safety into operations.
- Provide continuous positive feedback.
- Honor, reward and recognize.

Felt Leadership (con't)

- Ensure that all serious injuries are reported to management within 24 hours.
- Make sure (1) caring for the employee and family and (2) incident review are the first order of business.
- If employees are seriously injured, visit employee and, if appropriate, the family.
- Review incident, root causes, steps taken to prevent recurrence with senior management.



Integration of Safety & Workers' Comp. Into Business Objectives

Safety and workers' compensation must be integrated into the operation's objectives and routine management and operating processes.

SAFETY MANAGEMENT INFORMATION SYSTEM

- To report and record employee injuries and illnesses, damage to government property, and to provide specific incident statistics.
- Facilitate communication and information sharing among Departmental employees on safety and health topics.
- Provide access to information sources, regulations, and tools that assist sites with safety activities.

SMIS ACCIDENT/INCIDENT REPORT

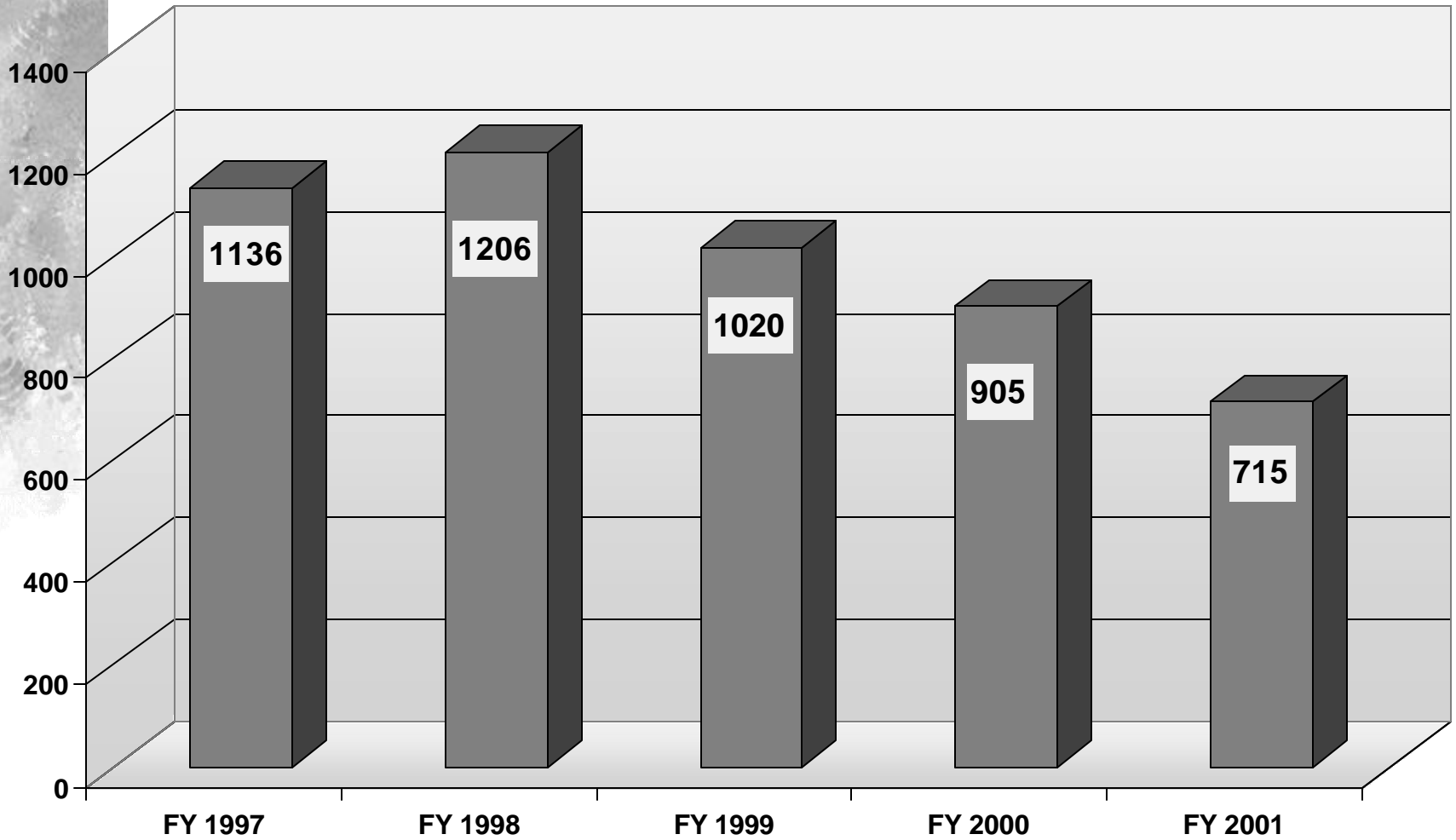
- Details of the Accident/Incident**

Date/Time: 01-May-02 02:00 PM		Reporter: Jane Poe
ZIP: 20240		Reviewer:
Result: 01 – Personal Injury Only		Report Date: 15-May-02
Narrative: While walking down the main corridor hall, slipped and fell on wet floor.		
Place 1849 C Street, NW		
Unsafe Act: Pri: 04 – Failure to Secure or Warn Sec:	Unsafe Condition: Pri: 80 – Hazardous Conditions Sec:	Management Factor: 52 – Conditions unsafe, lack of maintenance, or faulty

- Injuries Related to this Accident/Incident**

Injured Name: Mary Doe	Injured ID: 111-55-9999
Employee Stat: 01 - Permanent	Occ Code: 0343
Bureau: 10	Sub-Bureau/Org Code: 2430
Activity: 01 – Administrative/Clerical	Days Lost Time: 0
Did injury result in Fatality? N	Date Work Resumed:
Date Work Stopped:	
Days Restricted Activity: 0	
Primary Injury Type: PS – Feet, single foot level	Nature: T – Traumatic Injury Category
Type Inj: 210 – Feel on same level	Severity: 02
Cause: 64 – Fall/slip floor surface	Source: 0110 – Walking/Working Surface (floor, street, etc.)

**National Park Service
Lost Time Accident Claims
5-Year Trend**



Achieving Safety & Workers' Compensation Excellence

- Establish the Culture
- Demonstrate Leadership
- Establish Effective Management Systems
- Establish Employee Involvement and Influence