

National Aeronautics and Space Administration

Headquarters

Washington, DC 20546-0001



November 12, 2010

Reply to Attn of: Office of the Chief Health Medical Officer

TO: Distribution

FROM: Chief Health and Medical Officer


SUBJECT: Protecting Our Workers and Ensuring Reemployment (POWER)

On July 19, 2010, President Obama issued a Memorandum to the Heads of Executive Departments and Agencies announcing the *Protecting Our Workers and Ensuring Reemployment (POWER)* initiative.

On October 13, 2010, the Department of Labor held a POWER kick-off meeting that included discussions about the initiative's requirements. As with its predecessor, *Safety, Health and Return to Employment (SHARE)*, NASA's Chief Health and Medical Office (OCHMO) advocates and supports all Center efforts to promote occupational health in the hopes of eliminating or reducing Agency employee injuries and illnesses. To this end, OCHMO works closely with NASA's Office of Safety and Mission Assurance to help identify injury and illness trends in the Agency, as well as proactive measures that can be taken to ensure the safety of the Federal workforce. We also continue to work with the Office of Workers' Compensation Programs to ensure injured employees' expedient return to work and accurate and timely reporting of Federal employee injuries and illnesses to the Department of Labor.

National Aeronautics and Space Administration (NASA) has consistently surpassed SHARE goals for total case rates, lost time case rates, and lost production days, and we are confident this trend will continue with POWER. The effort to reduce our total cases and prevent injured employees from becoming fixtures on our permanent roles will result in lower Agency chargeback costs, steady employee productivity, and a healthier workforce.

To assist each Center in achieving NASA's POWER goals, a fact sheet has been attached to provide valuable information and links to resources. Please carefully review the fact sheet, distribute among your Center offices, and contact the Agency's Oversight Manager for Federal Workers' Compensation, Office of the Chief Health and Medical Officer, if you have any questions.

for

Richard S. Williams, MD, FACS

Enclosures

Distribution:

Center Directors

Chief, Office of Safety and Mission Assurance

Medical Contracting Officer Technical Representatives

Environmental Contracting Officer Technical Representatives

Medical Directors

Chief Medical Officers

Chief Nurses

Federal Workers' Compensation Claims Officers

Federal Workers' Compensation Case Managers

Protecting Our Workers and Ensuring Reemployment (POWER)

Fact Sheet for NASA Federal Workers' Compensation Case Managers, Claims Processors, Supervisors, and Managers

- **President signed POWER initiative, July 19, 2010** (<http://edocket.access.gpo.gov/2010/pdf/2010-18176.pdf>)
- **Secretary of Labor Solis follow-up memo to Agency heads, September 21, 2010** (<http://www.dol.gov/owcp/dfec/power/POWERMemofromSecretarySolis.pdf>)
- **POWER Succeeds Safety, Health and Return to Employment (SHARE) initiative**
- **POWER runs from October 1, 2010 (FY 2011) to September 30, 2015 (FY 2014)**
- **POWER sets Agency *minimum* goals to improve safety and health – focusing on prevention and worker support**
- **Increased attention to returning injured employees to work, related to July 26, 2010 Executive Order 13548 *Increasing Federal Employment of Individuals with Disabilities*, especially the reemployment of Federal employees injured on the job** (<http://www.whitehouse.gov/the-press-office/executive-order-increasing-federal-employment-individuals-with-disabilities>)
- **Beginning in FY 2011, Agency POWER data will be posted quarterly on the OSHA POWER website** (<http://www.dol.gov/owcp/dfec/power/>)

POWER GOALS		Nat'l FY 2009 Baseline	NASA FY 2009 Rates	NASA GOALS			
				FY 2011	FY 2012	FY 2013	FY 2014
1	Reduce Federal employee injury and illness total case rates (TCR). OSHA monitors.	3.22	0.48	1 or less*	1 or less*	1 or less*	1 or less*
2	Reduce Federal employee injury and illness lost time case rates (LTCR). OSHA monitors.	1.48	0.17	1 or less*	1 or less*	1 or less*	1 or less*
3	Conduct and provide analyses of TCR and LTCR data. (NASA complies via Agency Annual OSHA Report submittal). Agencies with LTR <i>above</i> National Average must include a summary of measures taken to address most frequent/severe cases. OSHA monitors.	---	---	---	---	---	---
4	Increase timely filing of Federal Workers' Compensation Claims (e.g., CA-1/CA-2 form submittals). Must increase filing timeliness by 3% per year above the FY 2009 baseline or meet the minimum filing percentage for the year—whichever is greater. OWCP monitors.	80.1%	62.5%	65%	70%	75%	80%
5	Reduce lost production days (LPD). OWCP monitors.	35.8	2.8	15 or less	15 or less	15 or less	15 or less
6	Increase timely filing of wage loss claims (e.g., CA-7 filing) to meet or exceed minimum annual threshold rate. OWCP monitors.	57.8%	70.7%	70.7%	70.7%	70.7%	70.7%
7	Increase return to work (RTW) rate for injured workers (only 14 Agencies are being monitored for RTW rates—NASA is not one of them). OWCP monitors.	85.8%	N/A	N/A	N/A	N/A	N/A

**Agencies at/above National Average must (at a minimum) reduce their TCR and LTCR by 4% each year. Agencies below National Average must have a 1% reduction in TCR and LTCR each year. Reductions must be at least 1% per year regardless of whether an Agency is above/below the National Average TCR and LTCR. Target goals are set annually. Exception: For Goals 1 and 2, if an agency has or maintains a rate of 1 injury/illness per 100 employees/year or less, no further annual reductions are required. NASA's Federal employee population is approximately 18,000.*

Definitions

Total Case Rate (TCR)

Number of claims per 100 employees

Lost Time Case (LTC)

Nonfatal traumatic injury that causes any loss of time from work beyond the day or shift it occurred; or a nonfatal non-traumatic illness/disease that causes disability at any time.

Lost Time Case Rate/Incident Rate (LTCR/IR)

Number of lost time cases per 100 full-time employees in any given time frame. The calculation is made by multiplying the number of incidents that were lost time cases by 200,000 and then dividing that by the total number of employee labor hours worked.

Lost Production Days (LPD)

Number of days lost due to injuries and illnesses per 100 employees in the agency (takes into account both time out as Continuation of Pay and as compensation).

Office of Workers Compensation (OWCP)

Resources and Assistance

NASA Oversight Manager for Federal Workers' Compensation: Janine Hardin (janine.e.hardin@nasa.gov, 321-867-2423, Office of the Chief Health and Medical Officer, Occupational Health Office)

NASA Primary Federal Workers' Compensation Case Managers & Claims Processors:
<http://ohp.nasa.gov/disciplines/workers-comp/index.html>

Department of Labor October 13, 2010 POWER Presentation:
http://www.dol.gov/owcp/dfec/ppt/POWERpresentation10-13-10/POWERpresentation10-13-10_files/frame.htm

Free Department of Labor Online Training:

- Returning Employees to Work:
http://www.dol.gov/owcp/dfec/ppt/JobOffers/JOBOFFERS_files/frame.htm
- Continuation of Pay:
http://www.dol.gov/owcp/dfec/ppt/cop/COPforinteragency0207_files/frame.htm
- Central Bill Pay & Medical Authorization:
http://www.dol.gov/owcp/dfec/ppt/acs/InteragencyMtg-063004-ACSPortion_files/frame.htm
- Front Line Supervisor Overview of Federal Workers' Compensation:
http://www.dol.gov/owcp/dfec/ppt/sup/supervisors_training030904_files/frame.htm
- Nurse Case Intervention:
http://www.dol.gov/owcp/dfec/ppt/NurseIntervention/NurseIntervention_files/frame.htm