



**2018 INDIANA
SAFETY AND
HEALTH
CONFERENCE
& EXPO**

March 12-14, 2018
Indiana Convention Center, Indianapolis
www.INSafetyConf.com

Plan it. Do it.

Engaging Employees Through Scheduled Safety and Health Initiatives

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Session Objectives

- Gain a basic understanding of national safety and health awareness initiatives
- Tips for engaging employees in efforts year-round
- Ideas for incorporating OSHA-compliant safety and health incentive programs



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2018 Safety & Health Calendar

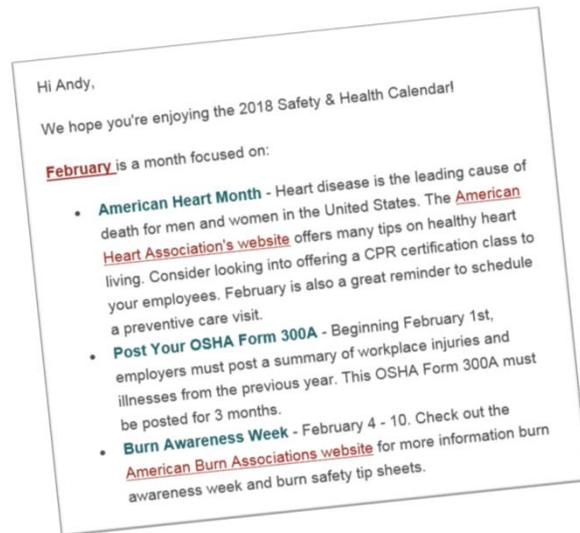


One of the leading causes of workplace injuries is lifting heavy items. No matter the work environment, heavy lifting can occur. Educate your employees on safe lifting techniques – not just at onboarding, but remind them throughout their employment – to help prevent back and shoulder injuries.



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Monthly Initiatives



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Culture vs. Climate

- Workplace culture is usually something you feel. This might be evidenced if you sat in a few meetings of an organization. It's subconscious to the organization, attitudes, and behaviors.
- Workplace climate is programs and policies related to healthy behaviors.
- The difference between these two commonly interchanged terms seems small on the surface. Today, employers often mistake healthy workplace climate for healthy workplace culture. When prioritizing health initiatives in the workplace, focus on healthy culture ones.
- A healthy climate is important, but the healthy culture changes will be longer lasting, even if they do take more time and effort to form.



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Employee & Organizational Wellbeing

- What are the goals for the wellness program?
 - Employee Recruitment and Retention Tool
 - Reduce Healthcare Costs
 - Improve Employee Health and Productivity
 - Reduce Workers Compensation Claims
 - Improve Workplace Culture
 - Other?
- Are you meeting the goals?
 - If not, what would help your organization be more successful?



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Employee & Organizational Wellbeing

- Do you have a Wellness Program in Place?
- Who is eligible to participate?
 - Employees on the health plan
 - All Employees
 - Spouses on the Health Plan
 - All Employees and Spouses
- Are you measuring program outcomes? What standards are being used?
 - Improvement in Risk Profiles
 - Clinical Improvements
 - Behavior Change Data
 - Engagement
 - Participation
 - Medical Claims
 - Others?



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Employee & Organizational Wellbeing

- What percentage of the eligible population participates?
- Have you evaluated your workplace culture as it pertains to creating a supporting environment for making healthy choices?
- Have you surveyed employees to assess interest?
- Have you surveyed employees to assess progress?



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Engagement

- Are there incentives in place? What kind?
 - Premium Contribution Incentive
 - HSA/HRA Contribution
 - Gift Card
 - Other?
- What other creative things have you done to increase participation?
- Does your worksite have a wellness committee?
- If yes, is Safety involved?



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Communication

- How are the wellness programs/education typically communicated with participants?
 - E-mail
 - Hard copy handouts
 - Intranet or other wellness website
 - In person
 - Other?
- How frequently is wellness communicated?
 - Daily
 - Weekly
 - Monthly
 - Quarterly
 - Other?
- Who typically communicates the wellness initiatives?
 - Human Resources
 - Wellness Committee
 - Wellness Vendor
 - Other?



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Leadership

- On a scale of 1 to 5, how involved is the Executive Leadership Team? 1 being "Not at all involved" and 5, being "Very involved. Employee health is viewed as vital to Business health."
- Is the Executive Leadership Team visibly involved (e.g. they participate in programs, talk about wellness at employee meetings, etc.)?
- Does the Executive Leadership Team make it known to employees that wellness is important to them and to the business?
- Are members of the Executive Leadership Team personally committed to wellness? How so?
- Does the organization recognize successes?
- What are the primary challenges within the existing program(s)?
 - Lack of participation/engagement
 - Lack of leadership support
 - The culture/workplace environment isn't supportive
 - Lack of direction/long-term strategy
 - The wellness committee is a team of 1
 - Other?



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Wellness Program & Policy Design

- What are the goals for a wellness program?
 - Employee Recruitment and Retention Tool
 - Reduce Healthcare Costs
 - Improve Employee Health and Productivity
 - Reduce Workers Compensation Claims
 - Improve Workplace Culture
 - Other?
- Who is currently involved in developing the wellness/health management strategy? Check all that apply.
 - Human Resources
 - CEO, President
 - CFO
 - Other?
- Have you surveyed employees to assess interest?



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Wellness Program & Policy Design

- What programs and/or policies are being evaluated? Check all that apply.
 - On-site health screenings
 - On-site clinic
 - Health coaching
 - Health challenges (e.g. weight loss, nutrition, walking, etc.)
 - Healthy meeting policy
 - Training/education for leadership and employees
 - Other?
- Is there a budget for wellness?
- What is the timeline for implementation?
 - As soon as possible
 - Within the next 6 months
 - Within the next year
 - We don't have a timeline



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OSHA Safety Incentive Programs

- What is allowed?
- Section 11(c) of the OSH Act prohibits an employer from discriminating against an employee because the employee reports an injury or illness
- What constitutes discrimination?
 - Discipline all employees who are injured, regardless of fault
 - Discipline for not immediately reporting injuries
 - Discipline on the ground that the injury resulted from a violation of a safety rule
 - Incentive programs (rewards for zero accidents)



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Incentive Program Compliance with Memo #5		
Incentive Program Structure	Organizational Level Rewarded	Action to be Taken
Based solely on local worksite injury and illness rate outcomes (i.e. increase, decrease, etc.)	Employee, Supervisor, Lower-Level Management	Requires program revision
	General Manager, Plant Manager	Evaluate on a case-by-case basis. Review injury and illness data and reporting practices for evidence of underreporting.
	President, Vice-Presidents	Review program but normally outside of the intent of Memo #5 and is acceptable.
Based on a performance model that includes multiple worksites' injury and illness rates as one factor in the overall model	Employee, Supervisor, Site Management	Evaluate on a case-by-case basis. Review injury and illness data and reporting practices for evidence of underreporting.
	Division/Sector Management, President, Vice-Presidents	Review program but normally outside of the intent of Memo #5 and is acceptable.
Based on Division/Unit overall performance that includes injury & illness rates across multiple locations as one factor in the overall model	All employees	Evaluate on a case-by-case basis. Review injury and illness data and reporting practices for evidence of underreporting.
Based on a Corporate wide performance model that includes injury & illness rates as one factor in the overall model	All employees	Review program but normally outside of the intent of Memo #5 and is acceptable.

https://www.osha.gov/dcsp/vpp/policy_memo5_flowchart.pdf



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Incentive Programs

- Passive
 - OSHA data (TCIR, DART, etc.)
- Proactive
 - Designed to motivate employees
 - Improve "Safety Culture"



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Proactive Incentive Program

- Examples
 - Safety observations



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Wrap Up

- 2018 Safety & Health Calendar
- Encourage participation and growth in wellness programs
- Create proactive safety incentives
- Drive company culture



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