



Workplace Safety Update

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How does workplace safety align with SFHN True North Metrics and LHH Strategic Goals?





LHH True North Metric on Employee Safety



- Goal: Zero Workplace Injuries
 - Target 1: 5% reduction in rate of recordable injuries per fiscal year
 - Target 2: Achieve a rate of recordable injuries that is below the national average for skilled nursing facilities (7.4 injuries per 100 FTE in 2014).
 - Specific interest in tracking injuries resulting from resident handling and workplace violence incidents



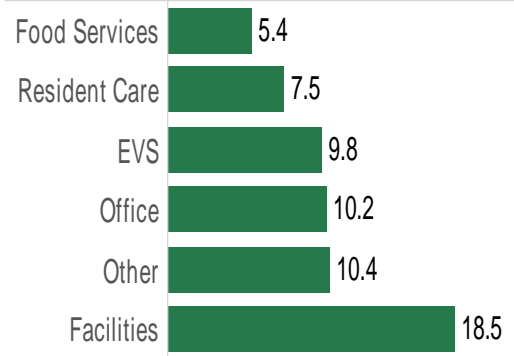
2014-15 True North Safety Dashboard



Employee Injuries

Goal: Zero Recordable Employee Injuries

Recordable Injury Rates Per 100 FTE

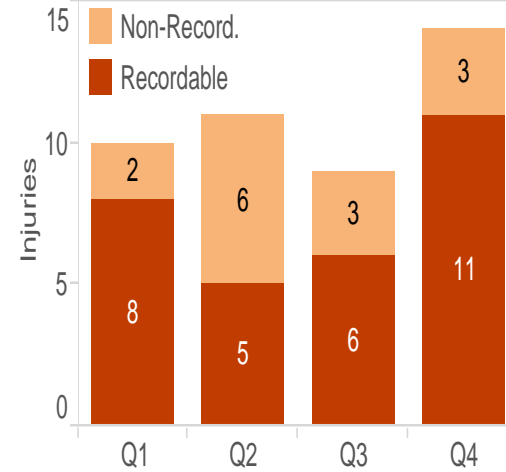


LHH FY14-15 injury rate per 100 FTE = 8.2.

Employee Injury Counts

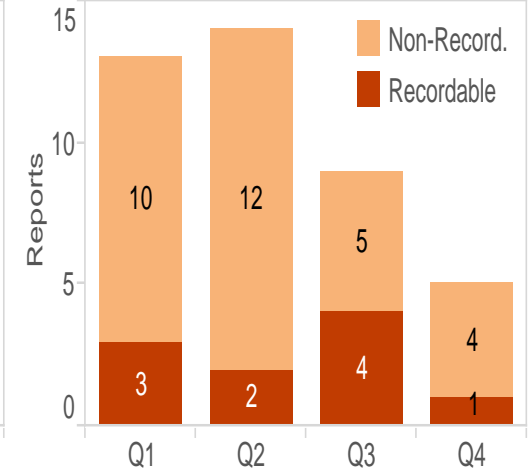
Non-Record.	Recordable	Grand Total
119	102	221

Patient Handling Injuries



Non-Record.	Recordable	Grand Total
14	30	44

Staff Workplace Violence Reports



Non-Record.	Recordable	Grand Total
31	10	41

Note: Recordable injury rates are calculated using productive FTE based on the OSHA definition of 2,000 work hours per year.
 Dashboard last updated: March 18, 2016



Increase back to previous rate in 2015-16



Year	Number of Incidents Reported	OSHA Recordable * Injuries	Rate of OSHA Recordable* Injuries/100 FTE
2012-13	263	138	11.9
2013-14	261	137	11.5
2014-15	221	102	8.2
2015-16	314	146	11.6

*OSHA recordable injuries are those that result in lost/restricted work time and/or medical treatment.



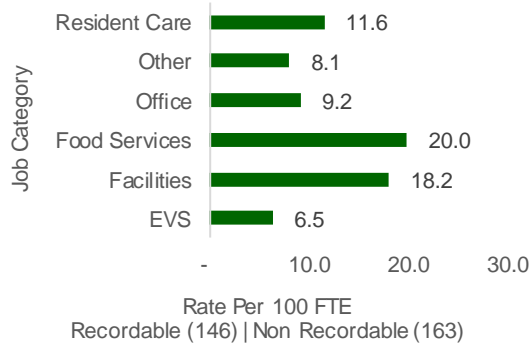
FY 15-16 True North Safety Dashboard



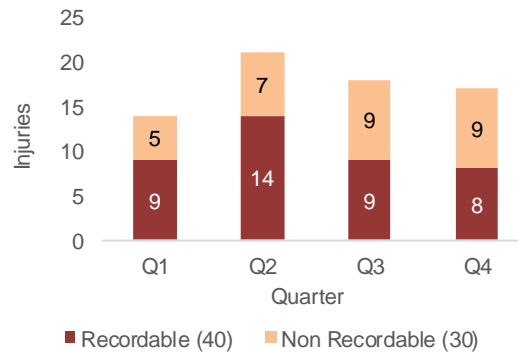
Employee Injuries

LHH FY 15-16: 11.6 Per 100 FTE | Goal: Zero recordable employee injuries

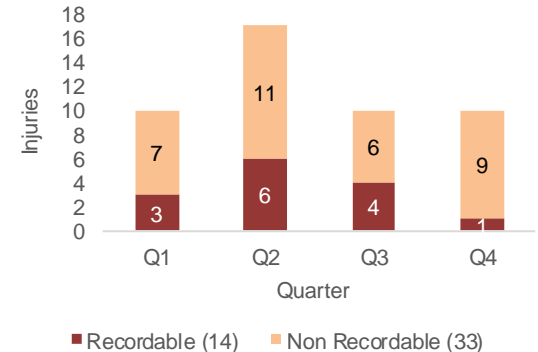
Recordable Injury Rates
Fiscal Year 15-16 (n=146)



Patient Handling Injuries
Fiscal Year 15-16 (n=70)



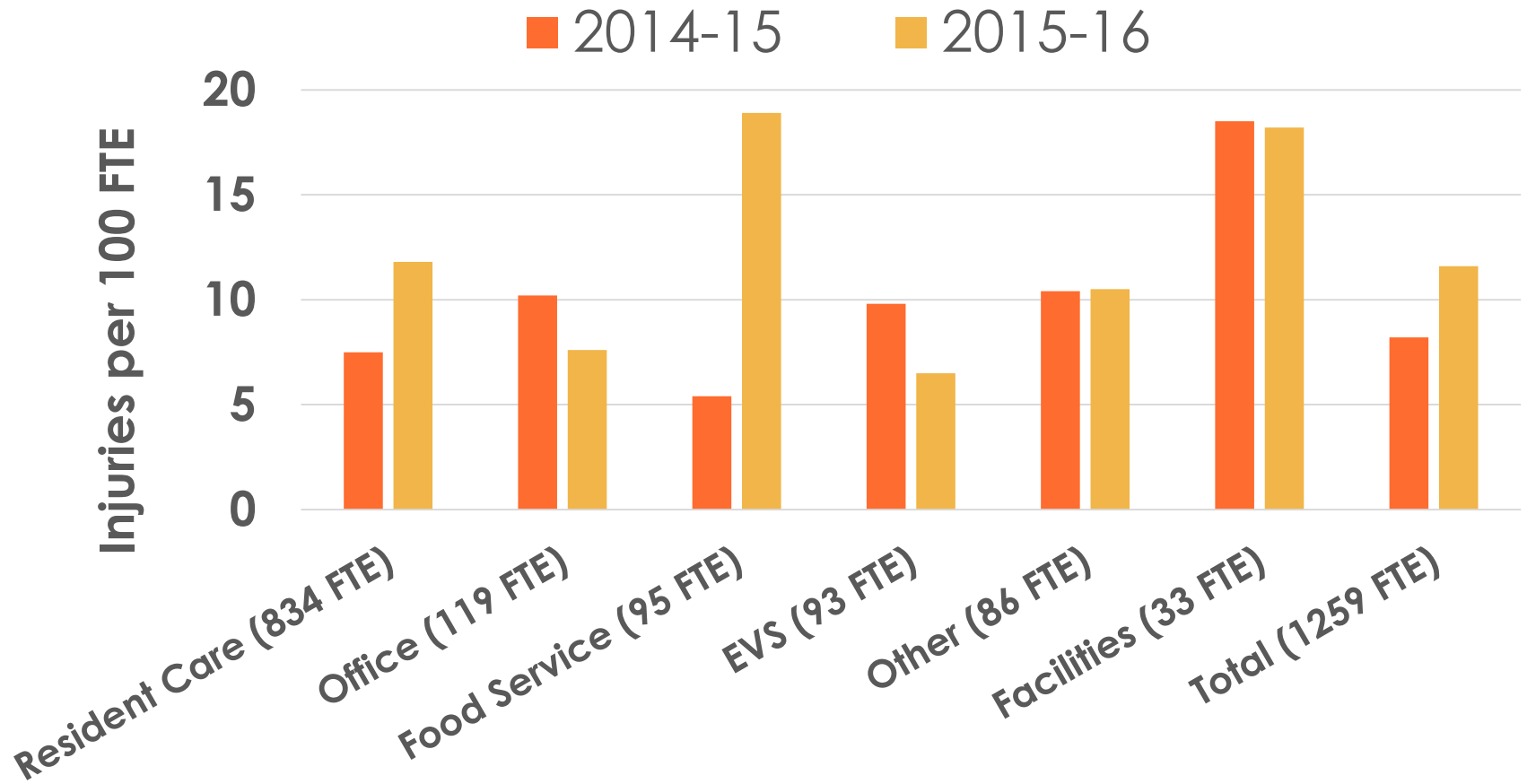
Workplace Violence Injuries
Fiscal Year 15-16 (n=47)



Notes: Recordable injury rates are calculated using productive FTE based on the OSHA definition of 2,000 work hours per year.

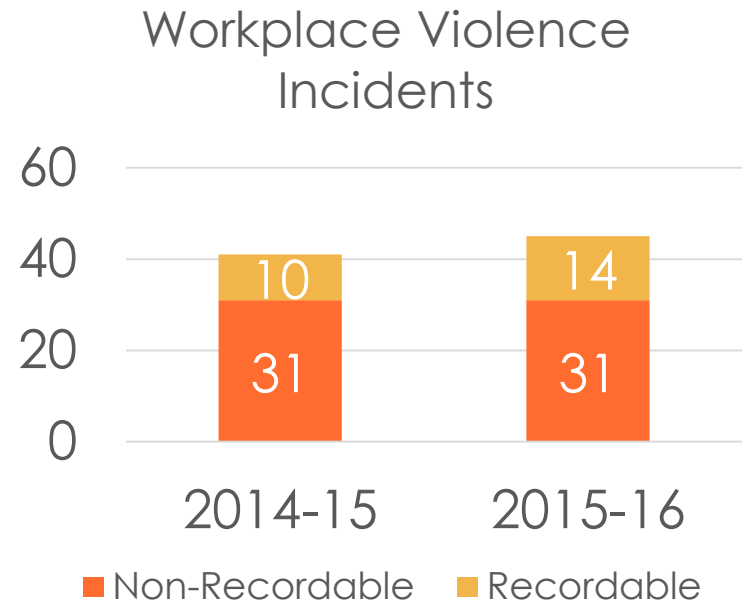
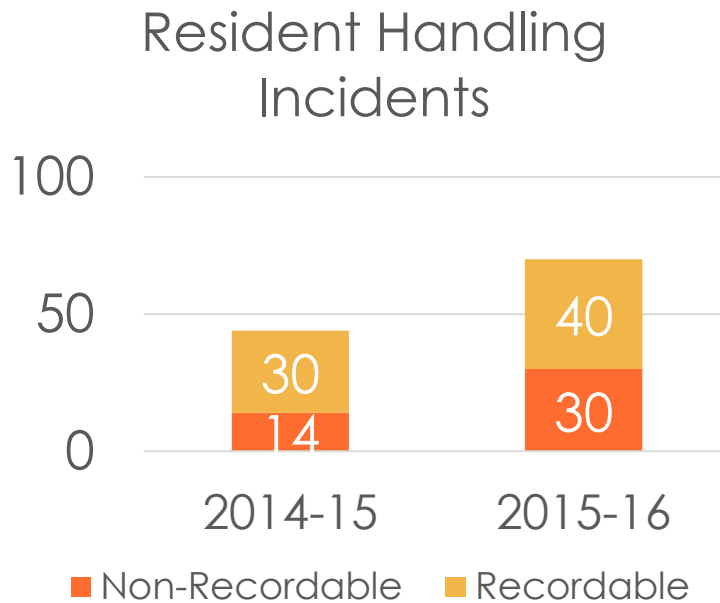


Recordable Injury Rates by Job Category



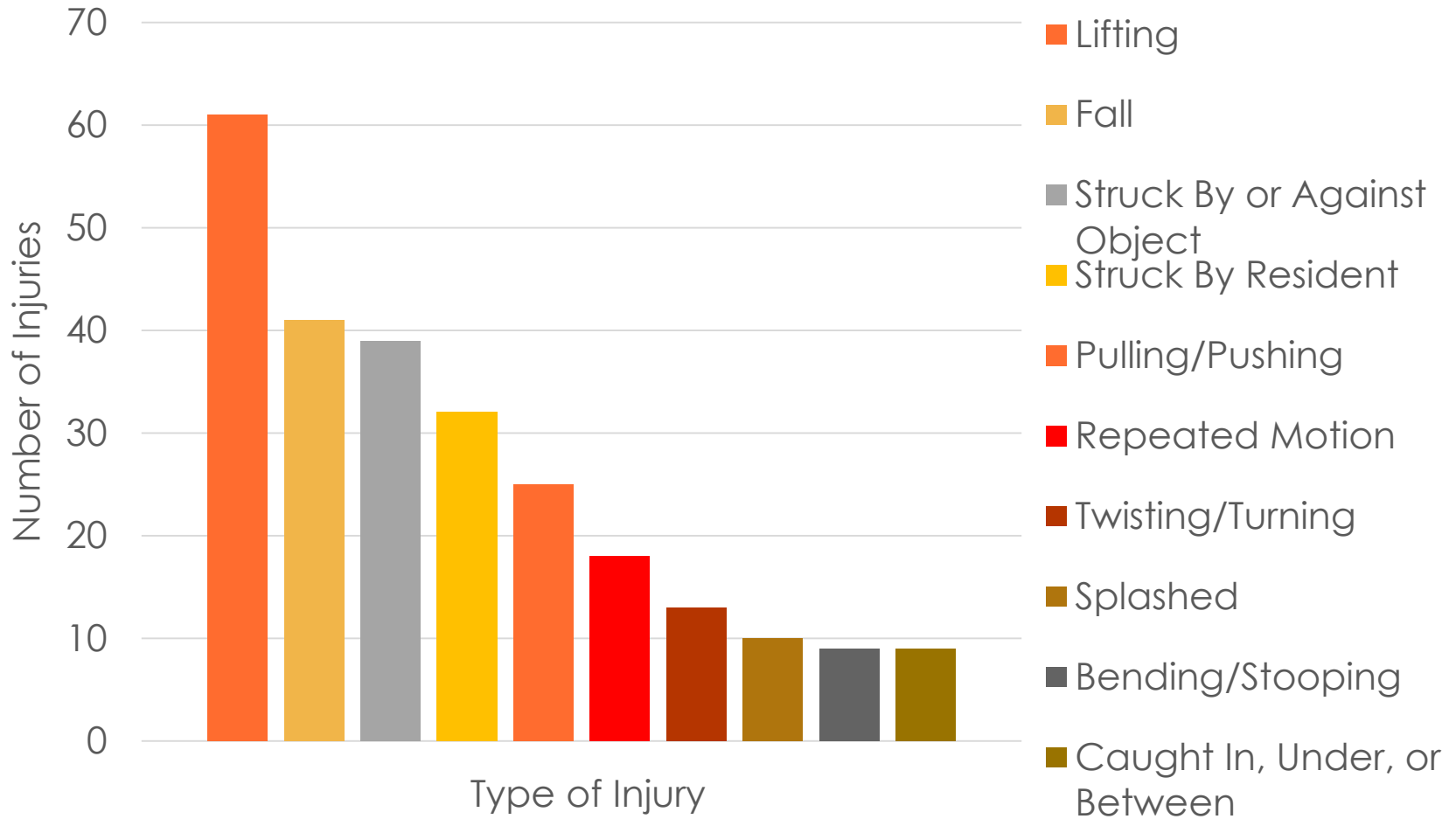


Resident Handling and Workplace Violence



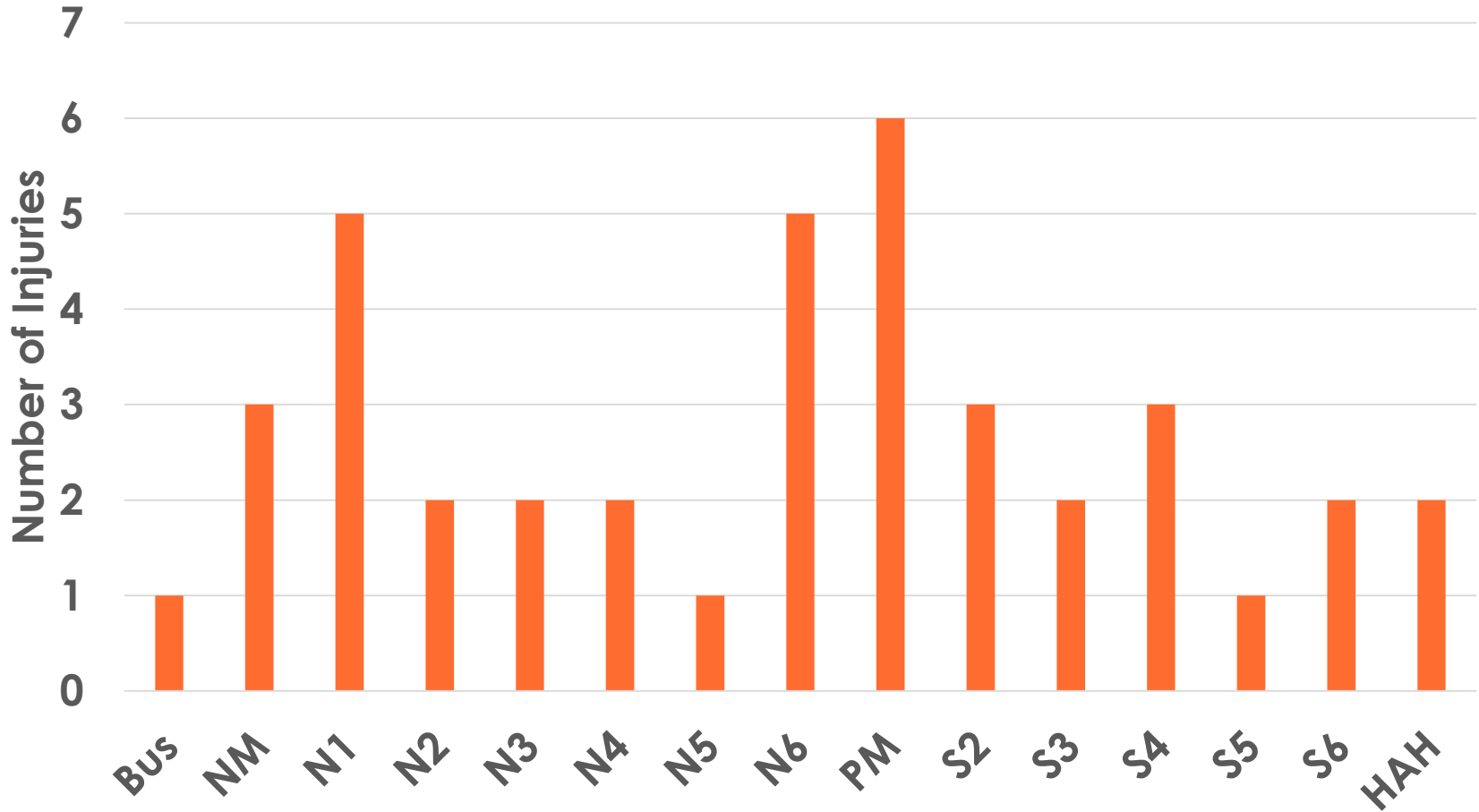


Top Ten Types of Injury in 2015-16



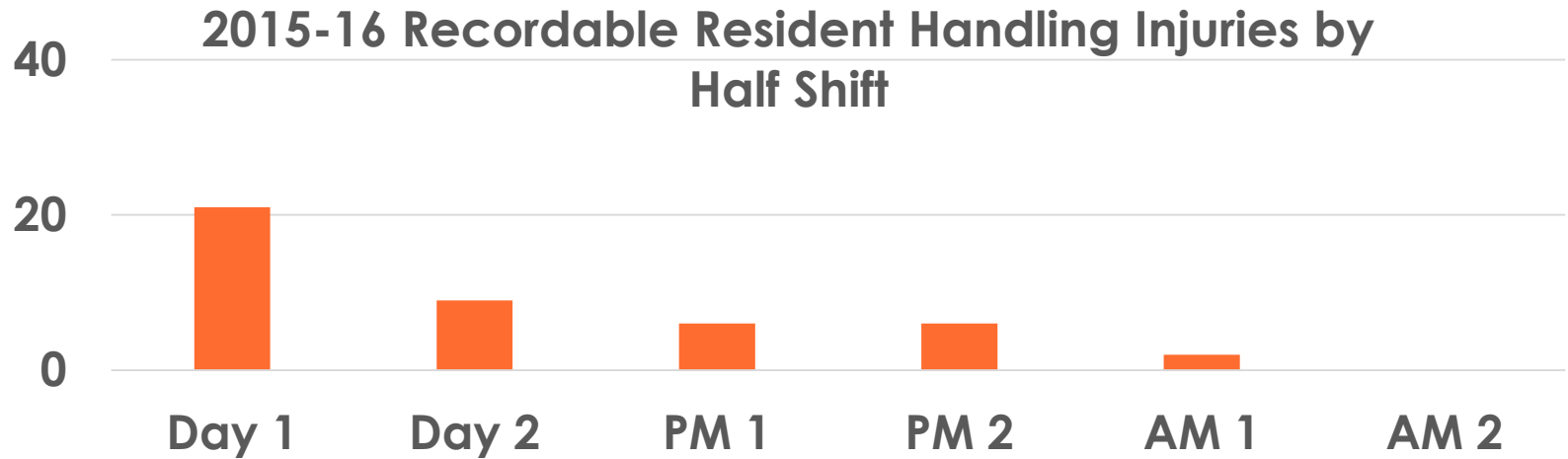


Where are injuries occurring?



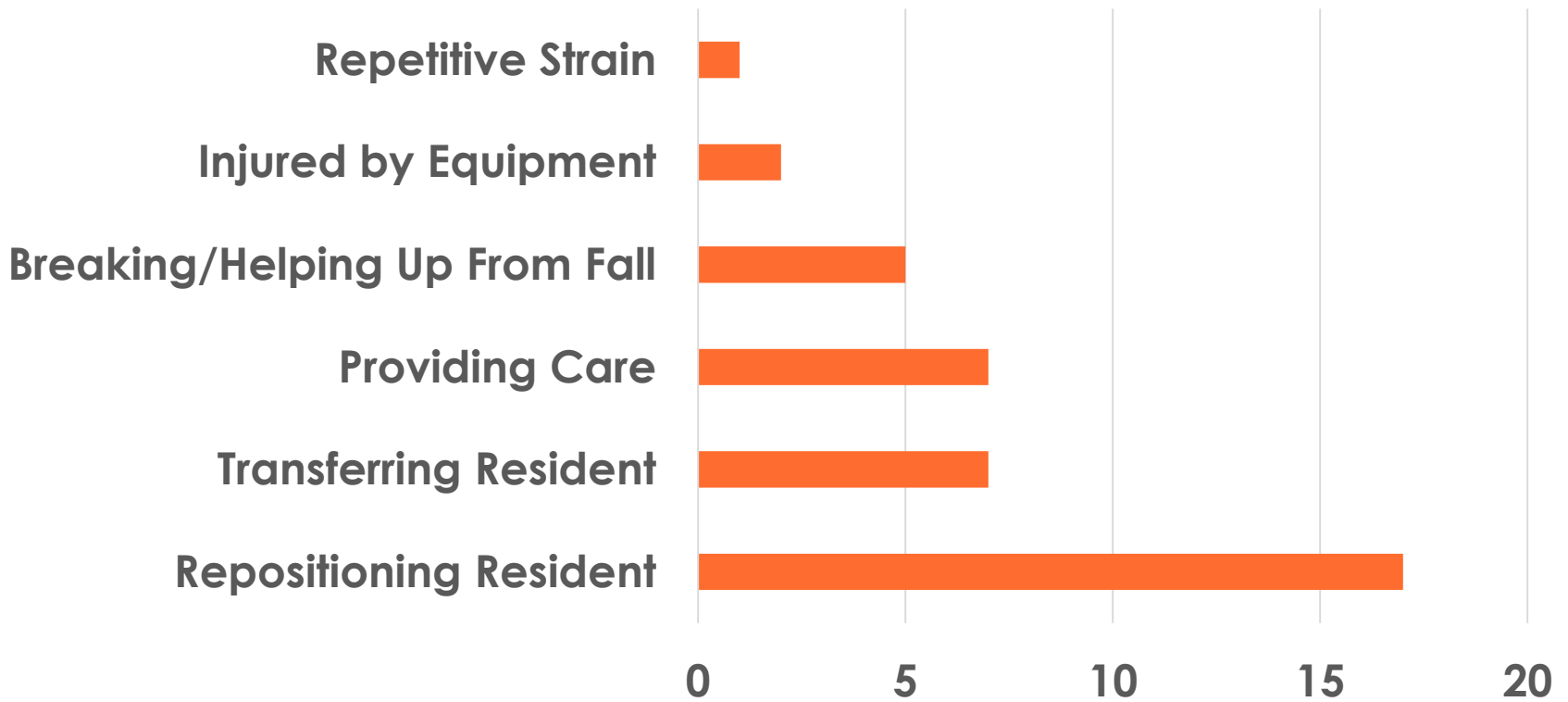


When are the injuries occurring?



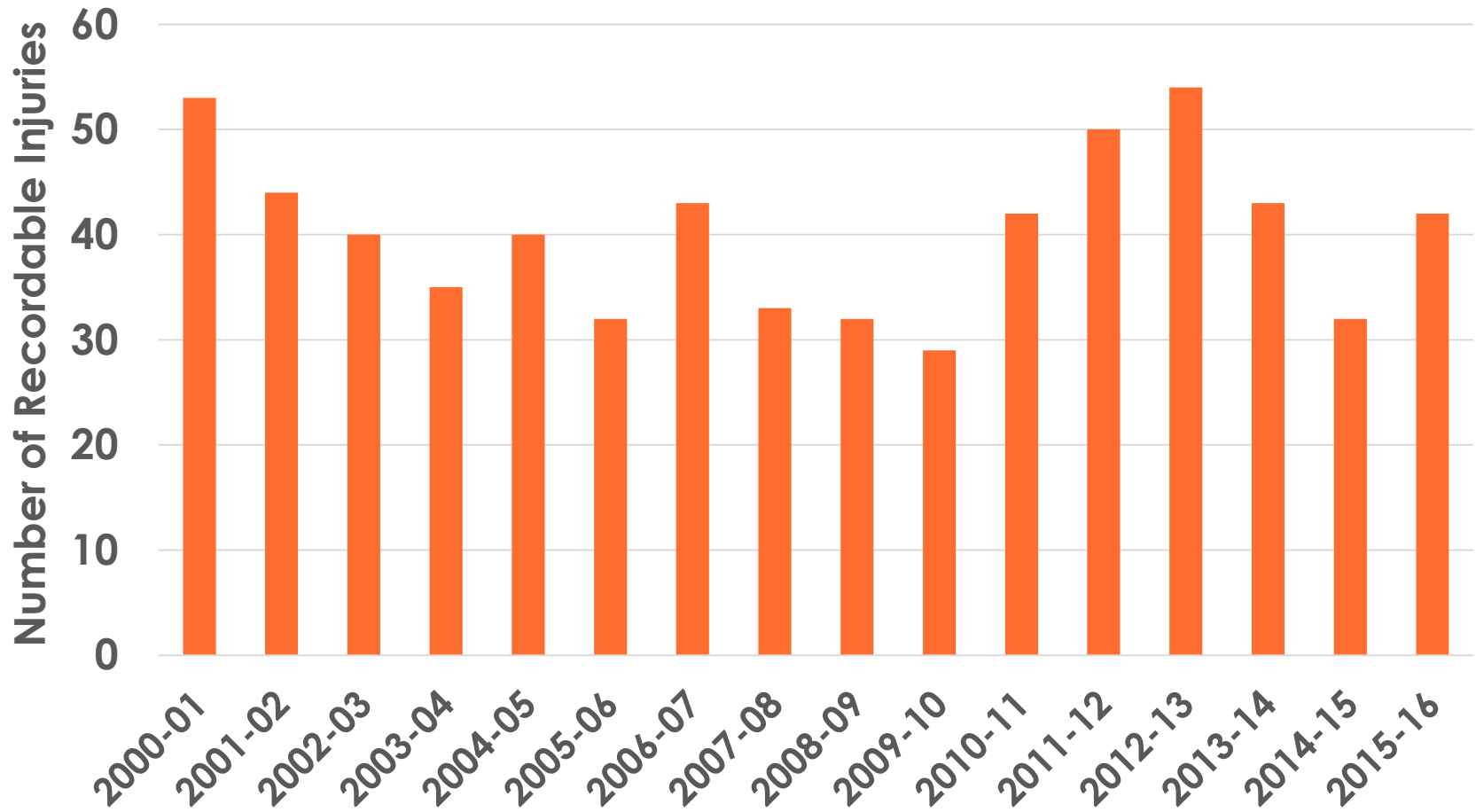


Which activities are causing the injuries?





History of Resident Handling Injuries





Focus for 2016-17



- **Safe Resident Handling**
 - Investigate root causes of the high number of these injuries
 - Implement countermeasures
 - Develop policy and procedures
- **Restructure Health and Safety Training to Appropriate Level**
 - Health and safety orientation and refresher training courses
 - Specific to job function and associated hazards/regulatory requirements
 - In-person training to the extent feasible