

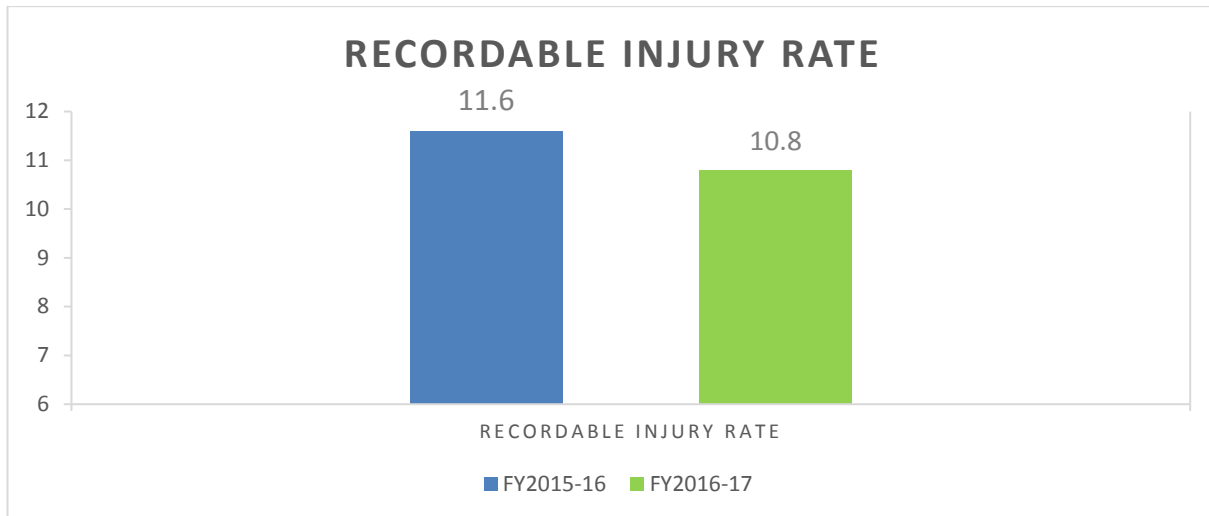
PI Project Storyboard: Employee Injury Prevention

Laguna Honda Hospital and Rehabilitation Center
San Francisco, CA
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- 1. Problem:** Our 2015-16 rate of recordable injuries (11.6/100 FTEs) is significantly higher than the national average for skilled nursing facilities, which was 7.8/100 FTEs in 2014. The consequences of employee injuries include individual pain and suffering, decreased job satisfaction, reduced quality of care, and significant economic cost.
- 2. Aim:** Reduce the rate of recordable injuries to below the national average in ten years, starting with a 5% reduction to 11/100 FTEs in 2016-17.
- 3. Intervention(s):**



- 4. Measures/Indicators:** Annual recordable injury rate.
- 5. Results:** The employee injury rate decreased by 6.9% to 10.8/100 FTEs in 2016-17. This exceeded our target of a 5% decrease to 11/100 FTEs.



6. Lessons Learned:

- A comprehensive health and safety education and awareness program is an effective tool for injury prevention.
- Certain types of injuries are easier to prevent than others and much work needs to be done to control some of the more difficult, yet common hazards, such as resident handling.

7. Next Steps:

- The resident handling A3 will be continued through the next year with a focused effort on reducing this type of injury, which is our most common.
- We will continue our improvement project with interventions that were not able to be implemented this year, beginning with developing visual tools to be posted in departments and neighborhoods displaying injury statistics for the area.
- WSEM staff will continue to track injury data to ensure that we continue to trend toward our true north metric of zero recordable employee injuries

8. Contact Information: Kate Durand, MHS, CIH, Workplace Safety and Emergency Management
415-789-3321 kate.durand@sfdph.org