

The New Era of loss Control

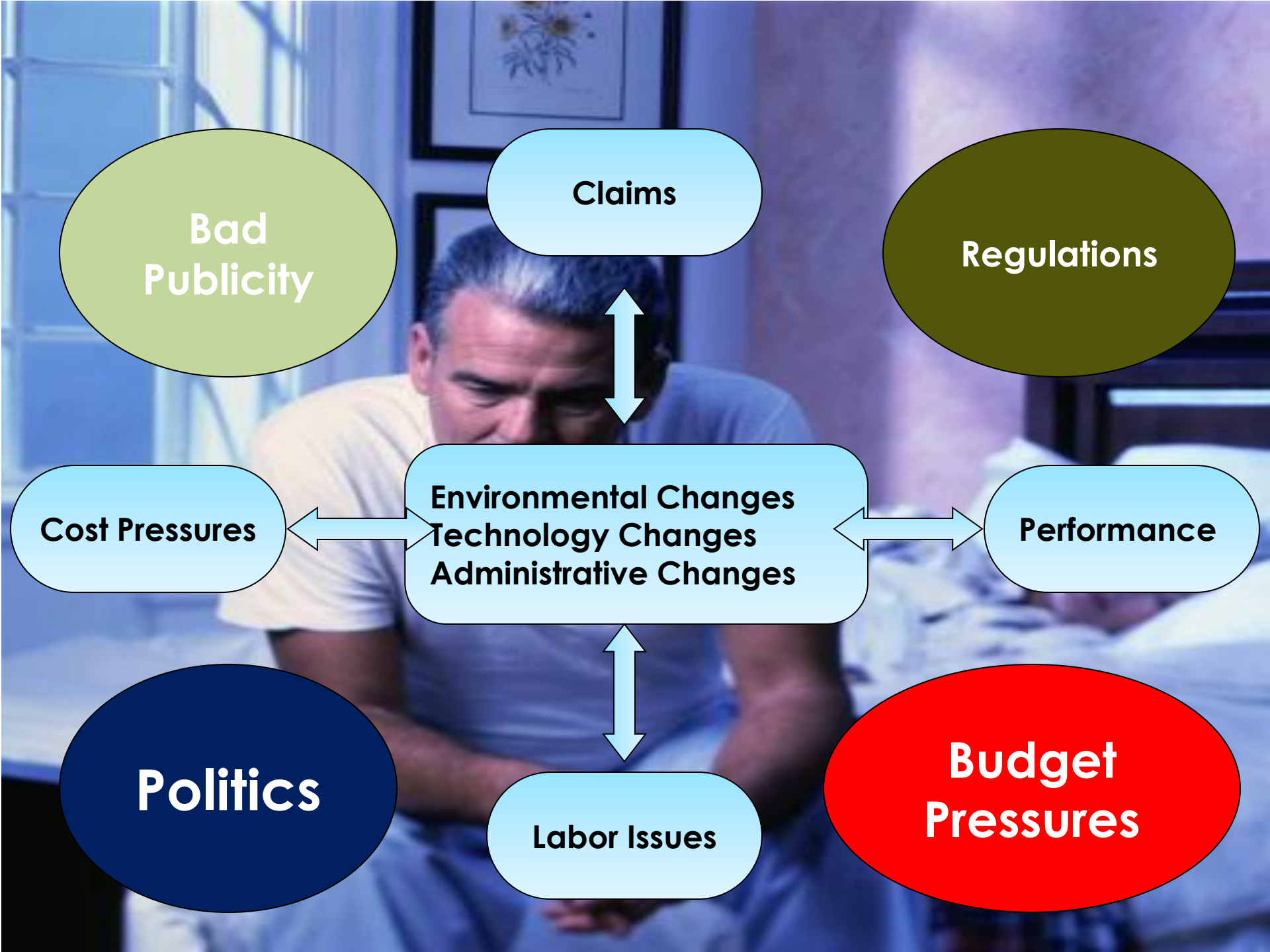


Questions Anytime

What keeps :

**Directors and Supervisors
awake at night?**





Claims

Regulations

**Bad
Publicity**

Cost Pressures

**Environmental Changes
Technology Changes
Administrative Changes**

Performance

Politics

Labor Issues

**Budget
Pressures**



The Major Challenge Facing Loss Control



The world has changed

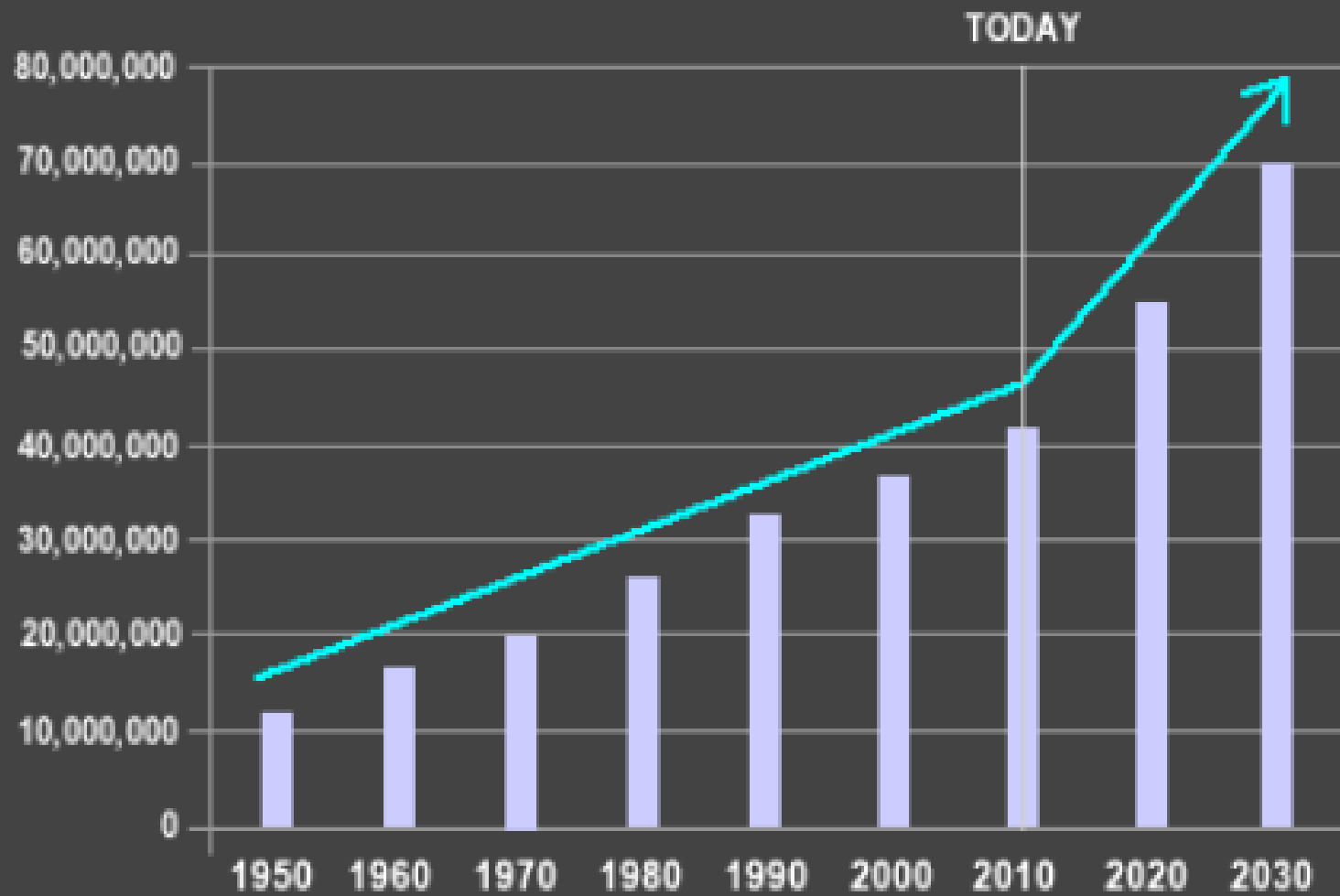


Your workforce has changed



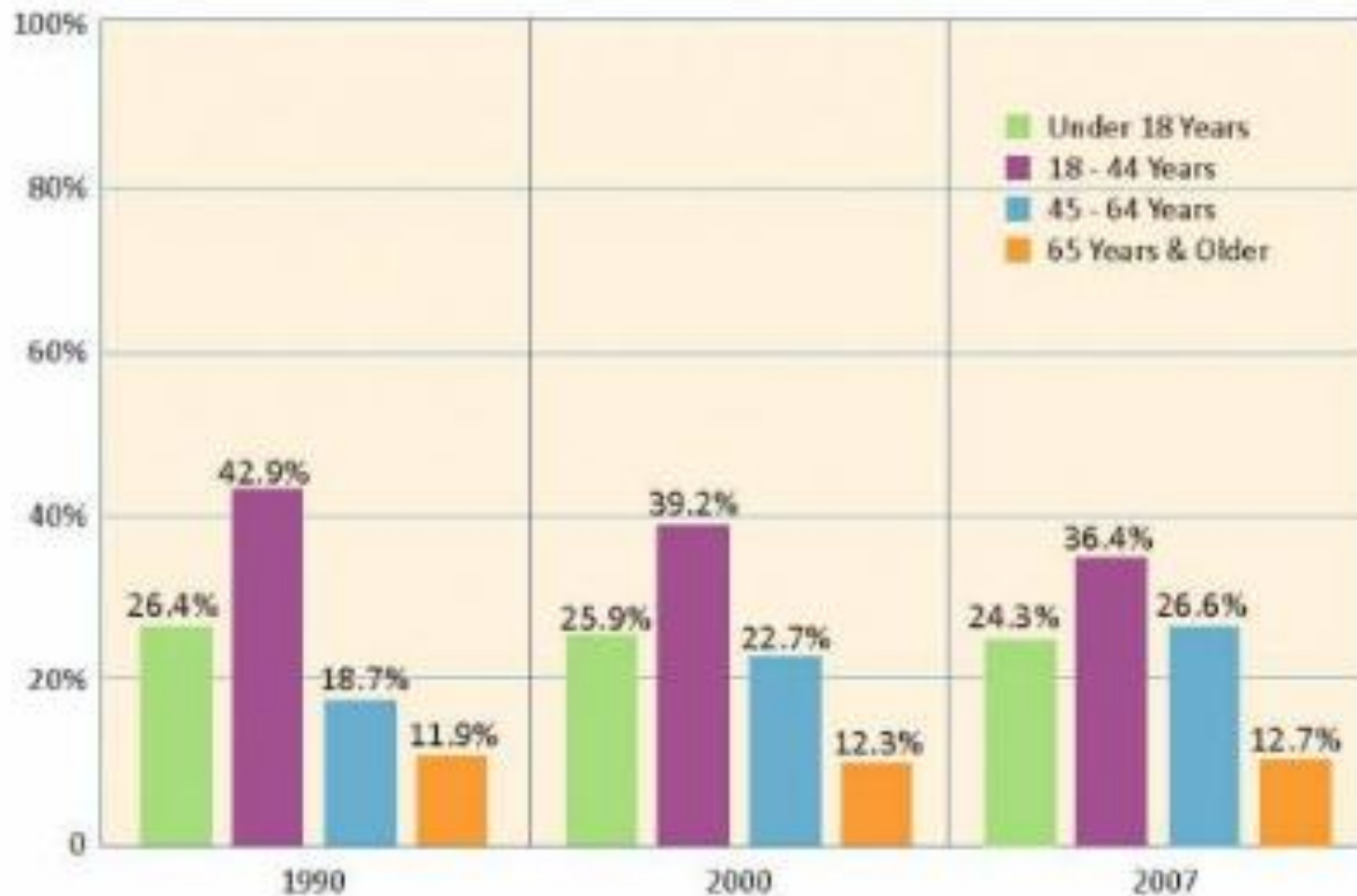
The dichotomy of an **aging workforce** and generation X, Y.....



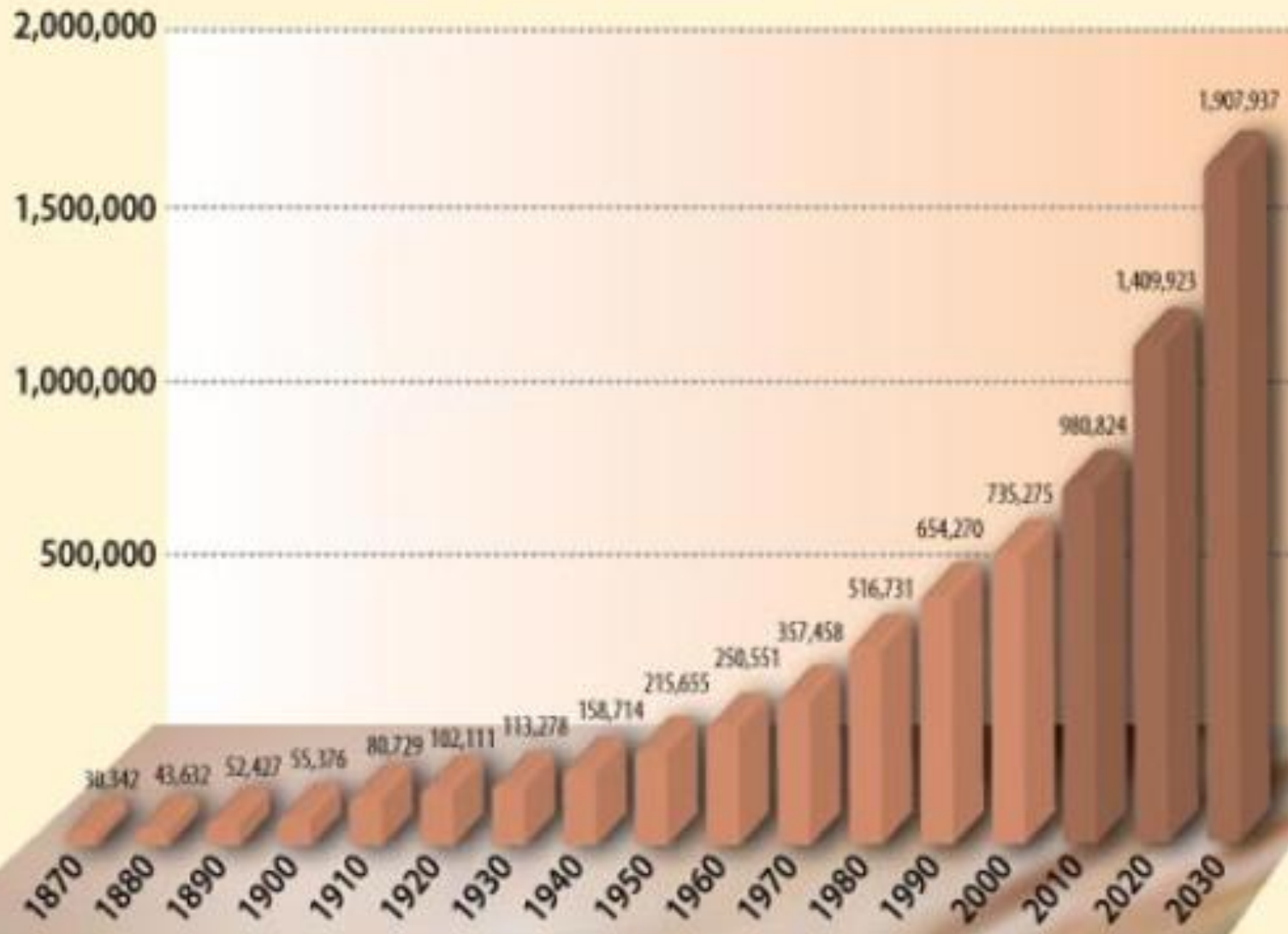


U.S. POPULATION OF THOSE 65 AND OLDER Source: U.S. Bureau of the Census

MICHIGAN POPULATION TRENDS BY AGE MICHIGAN TOTALS



Georgia Population Age 65 and Over



Source: US Census

The dichotomy of an aging
workforce and generation X, Y.....



The communication environment
has changed



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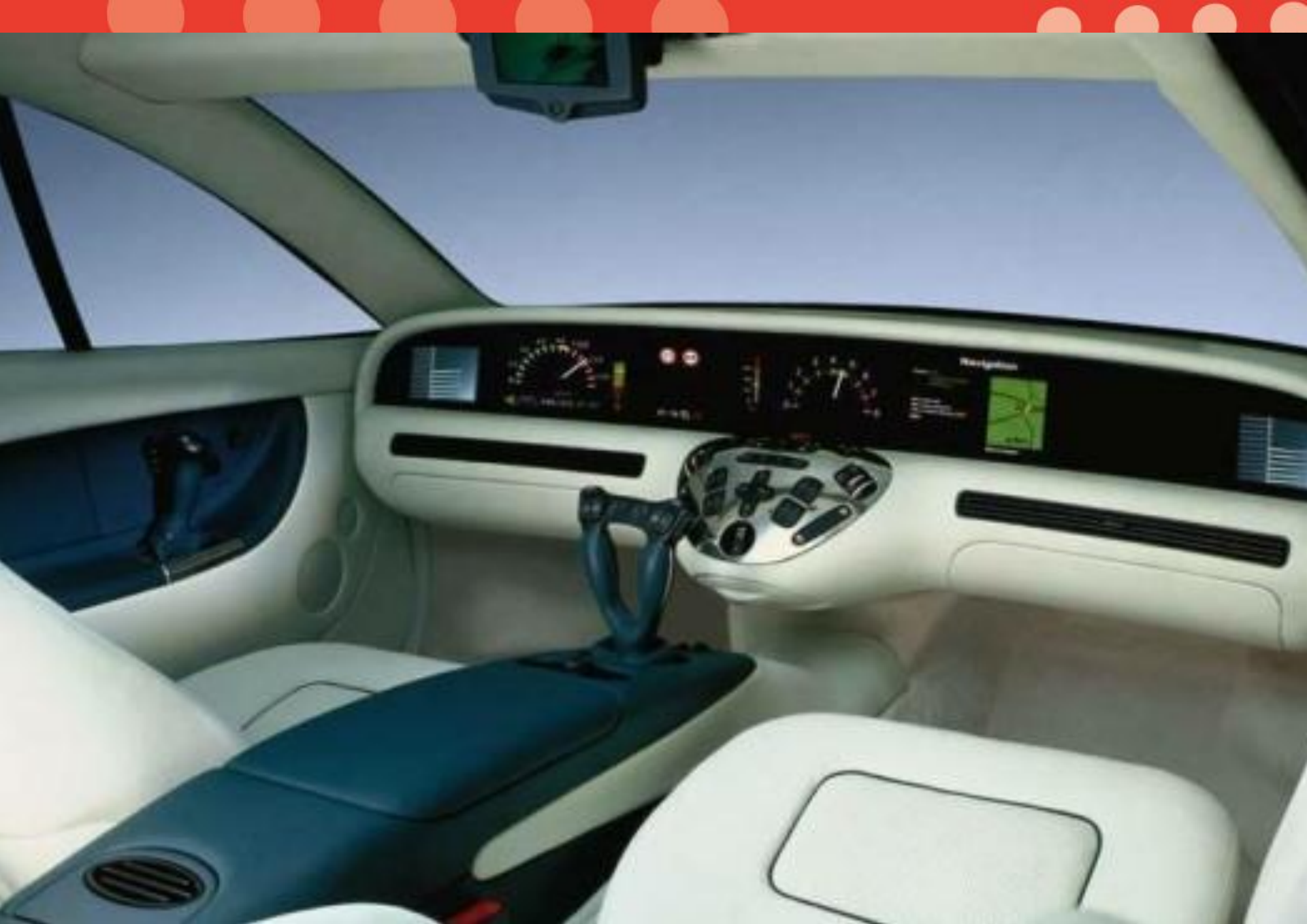
Technology has changed







Even consumer technology has
changed



Reuse... Reduse... Recycle...



Even Society's values have changed

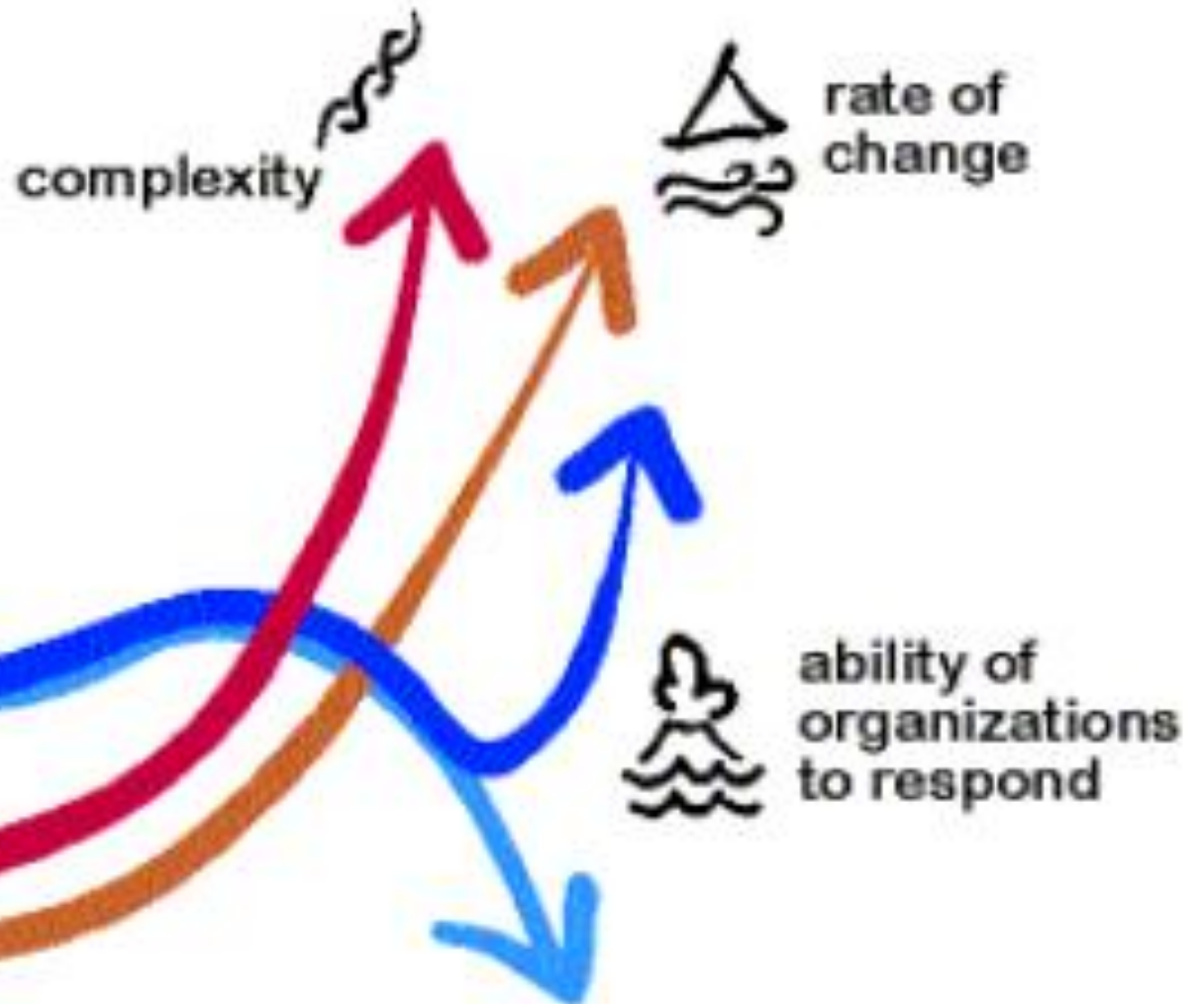
How does change management work?

.....if some of your key components have **not** changed?

The Old Way

Flavor of the Month
Traditional Approach- (Train, investigate, reinforce)
Limited Change

RATE OF CHANGE MODEL



“ If the rate of
change on the outside
exceeds the rate of
change on the inside,
the end is in sight ”

Jack Welch

What are some of your professional frustrations in controlling losses in your organization?

List Leading thought starters
Should we ask “WHY”

Frustration Workshop

- 1) Fill out the forms on the table listing your top 3 issues.
- 2) Pick a spokesperson for feedback
- 3) Group discussion on your thoughts.
- 4) Add any additional comments after discussion.

Group Reports

Posture Drill



Traditional Risk Control Models



- Focus on physical risks/tasks
- Occurrences
- OSHA, Ergonomic programs
- NIOSH

Traditional loss controls methods
have proven to be successful



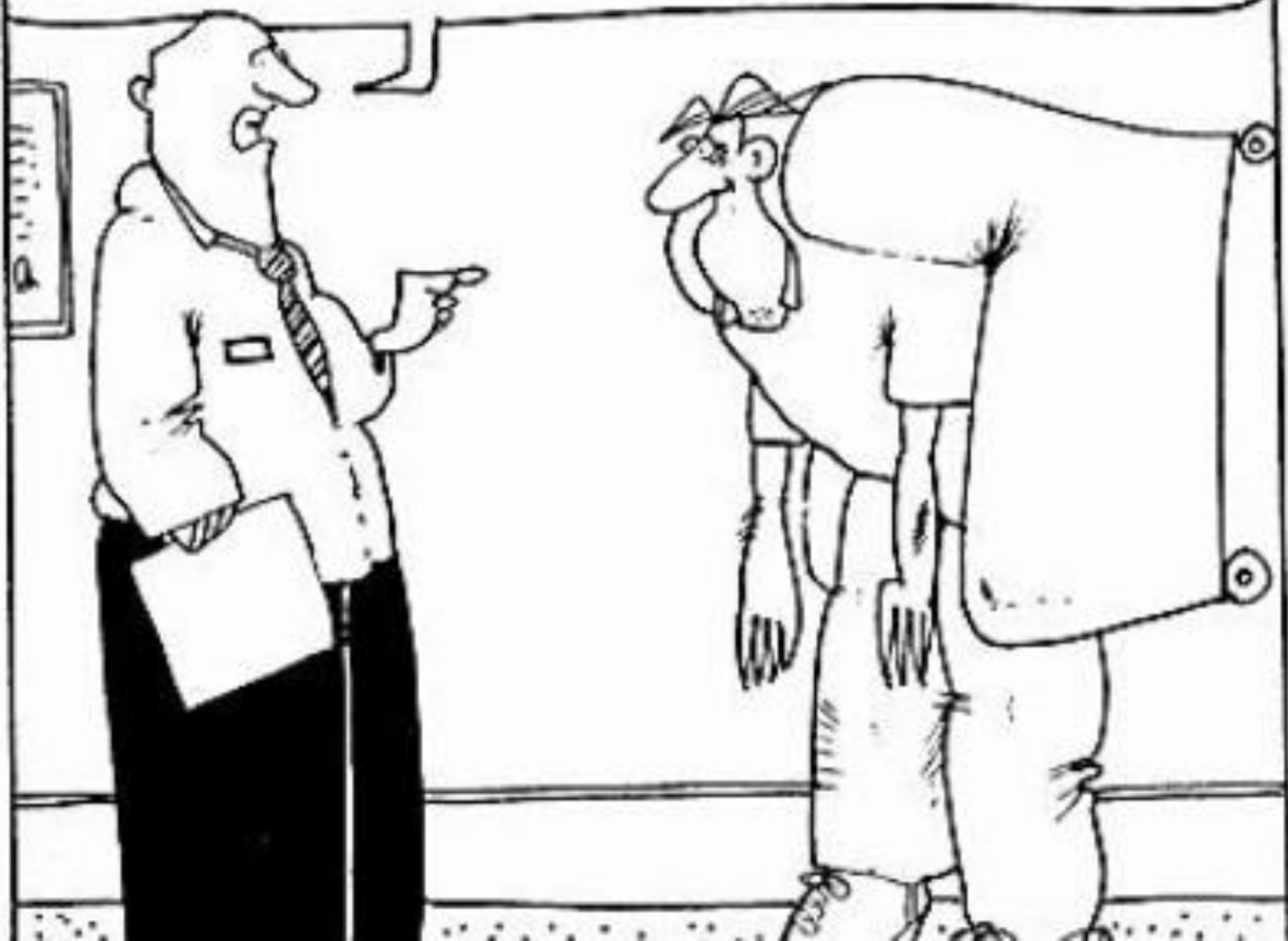
Where do we go today?



**Root Cause
Analysis**

**6 Factors
leading to
Claims**

I'VE WARNED YOU ABOUT THE DANGERS OF
A TOO SEDENTARY LIFESTYLE !



The Challenges of an Unhealthy Workforce

- DOT physicals
- Fatigue
- Productivity
- Loss Time

What we know about claims today

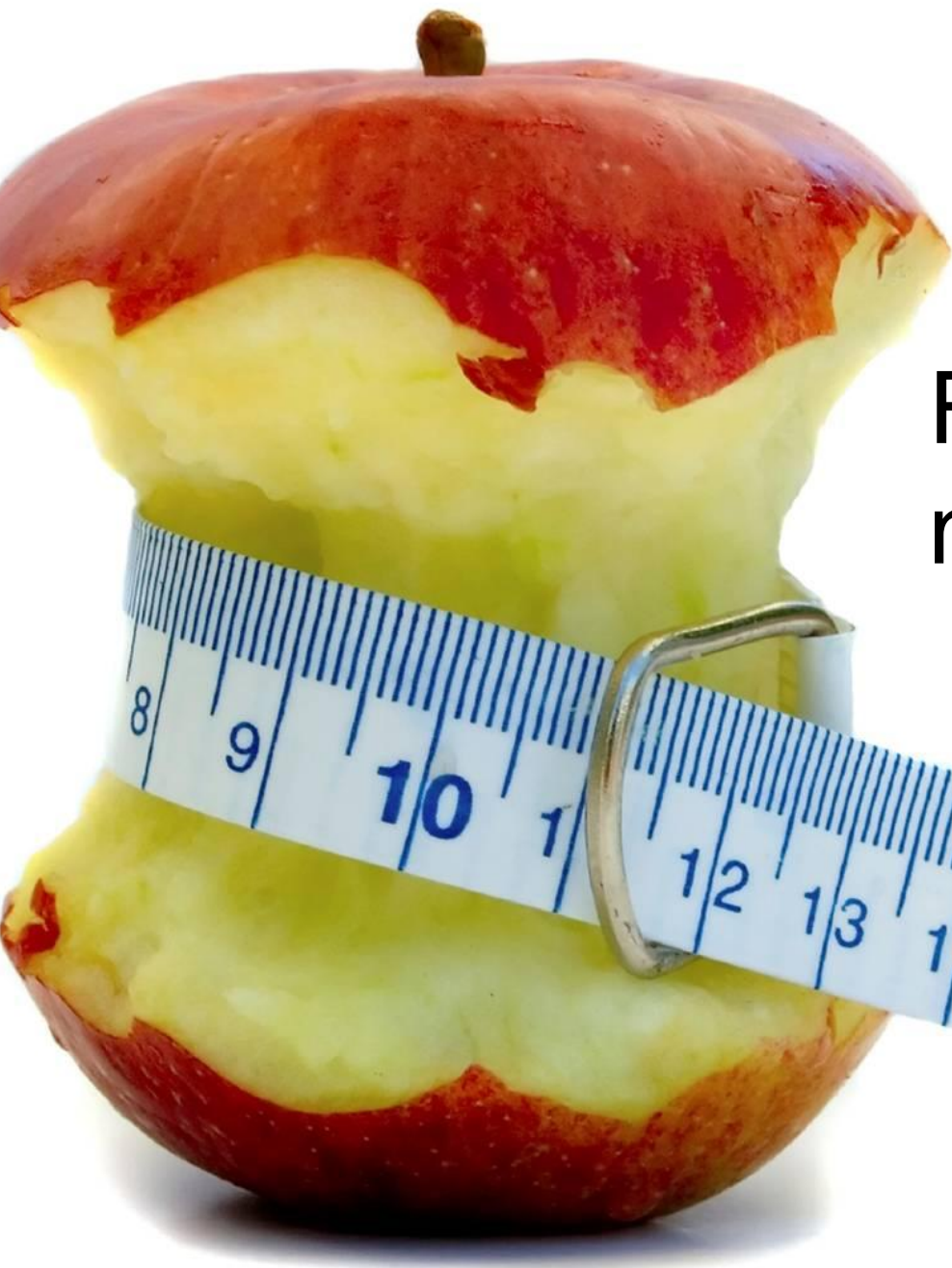
- Most claims today are not the direct result of work
- “The straw that broke the camels back”
- 77% of the workforce has existing problems
- Only 5-10% make claims
- Focus on the 90% that don't

New Era of

Loss Control



**Focus on Employees
not Employer**



Focus on health,
not injuries

Keep Going





R



Era of

loss Control



Era of loss Control

3 Component Concepts



Era of loss Control

1) *Human Operating System:*



Era of loss Control

2) *Multilevel* Components



Era of loss Control

3) *Reinforcement* (de)



Era of loss Control

1) *Human Operating System*

- a) Preparation*
- b) Perform*
- c) Sustain*
- d) Recover*



Era of loss Control

2) *Total Human Operating System* Wellness

a) Preparation

Preparation

Dealing with Aches and Pains



Preparation



Nutrition

Preparation



Hydration



Pre-shift Conditioning

Pre-Shift Conditioning

An essential component of IP/EH programs

- Prepares the body
- Introduces safe movements
- Controls posture
- Assist with aches and pains

Exercise Demonstration

Examples



Era of loss Control

2) *Total Human Operating System* Wellness

b) Perform

Perform

ALL task techniques require:

- Posture and Movement
- Non-conscious behaviors (Habits)



Lifting/MMH



The Deadlift/MMH



Sitting and driving

Exiting





Era of loss Control

2) *Total Human Operating
System Wellness*

c) Sustain

Sustain

Controlling Fatigue



TIRED



ASLEEP

A woman with dark hair and bangs is sitting at a desk, yawning with her mouth wide open and her hand covering it. She is wearing a black blazer over a light purple shirt. A laptop is visible on the desk to her right. The background is a blurred office setting.

Causes/Effects of Fatigue

- Lifestyle
- Health/Wellness/Medications
- Diet/Nutrition
- De-conditioning
- Safe or less safe?
- Controllable or not controllable?



Era of loss Control

2) *Total Human Operating
System Wellness*

d) Recover



- Rest/Sleep
- Nutrition
- Exercise
- Dealing with Aches and Pains



Era of loss Control

3) *Multilevel* Components

Multilevel Program Components

Easy Access

Employee Resources (Wellness)

- Safety
- General Health
- Diet and Nutrition
- Exercise (at home/away from home)
- Dealing with aches and pains

Performance Health Solutions



Dealing with Aches and Pains

- Precursor to most injuries
- Affects productivity
- Affects safety
- Affects attitude
- Increased time loss
- Affects Longevity

Examples







R

CiMA

- What do we currently do to operate a safe working environment?

Training Conducted by the Center for Young Worker Safety and Health at Georgia Tech Research Institute

The Center for Young Worker Safety and Health at GTRI is available to conduct three different distinct trainings for young workers, their parents, teachers, and employers. If you are interested in hosting one of these trainings at your school or place of employment, please [contact us](#) to schedule these trainings. We have lots more in development, so come back to our website frequently or follow us on [Facebook](#) or [Twitter](#).

Young Worker Safety and Health General Awareness Training



Training

DK

Knowledge
useful abilities.
backbone of co
quired for a tr
today



DE



So why do we continue
to have losses?



Deficiency of

Execution



Era of loss Control

3) *Reinforcement* program

4) State-Of-The-Art *reinforcement* program

- Target regular (weekly , monthly, quarterly...) wellness communications to various stakeholders including, supervision and the workforce
- Recognizing the seachange in communication, programs are developed utilize e-mail and other forms of electronic communication.
- Video



Era of loss Control *Reinforcement*

National network of local
Associates



Era of loss Control

Summary

By Definition

Definition: Loss Control

- Multidisciplinary approach: in which human, engineering, and risk management practices are employed to reduce the frequency or severity of losses.



**HEALTH
AND
SAFETY**

**HEALTH &
SAFETY
OFFICER**



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to the
HEALTH
and
SAFETY
DEPARTMENT**

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serious injury at any time.

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health and safety





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Safety helmets must be worn



Unauthorised entry to this site is strictly forbidden.



Definition: Wellness Program

A comprehensive health program designed to maintain a high level of well-being through proper diet, light exercises, stress management and illness prevention.





Your environment has changed

You might consider a **new component** for your loss control

- 
- 1 Human Operating System***
 - 2 Multilevel Components***
 - 3 Reinforcement***

Your environment has changed

You might consider a **new component** for your loss control



Era of

Loss Control