

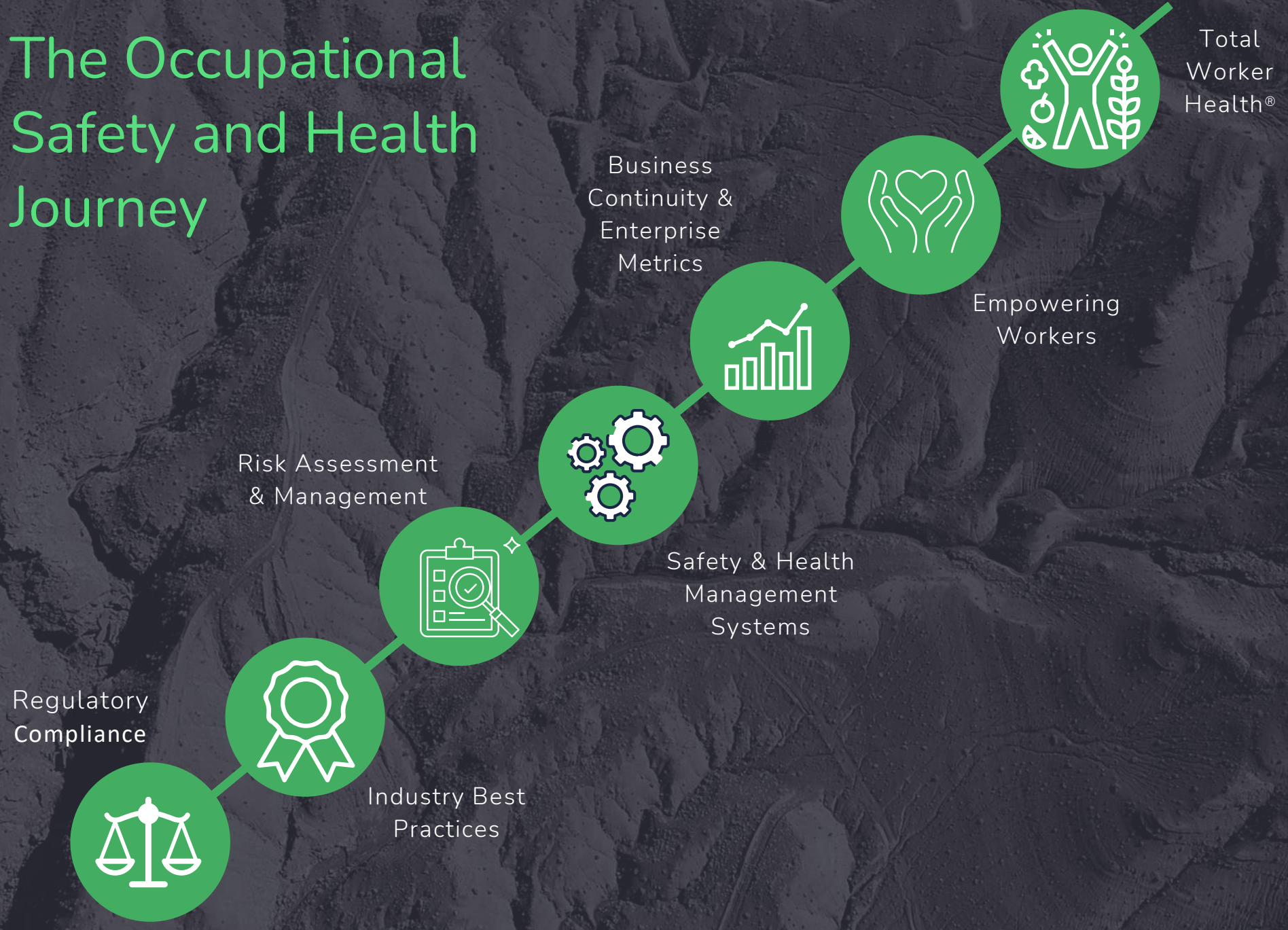


# OSH Journey from Compliance to Total Worker Health<sup>®</sup>: What should we do now?

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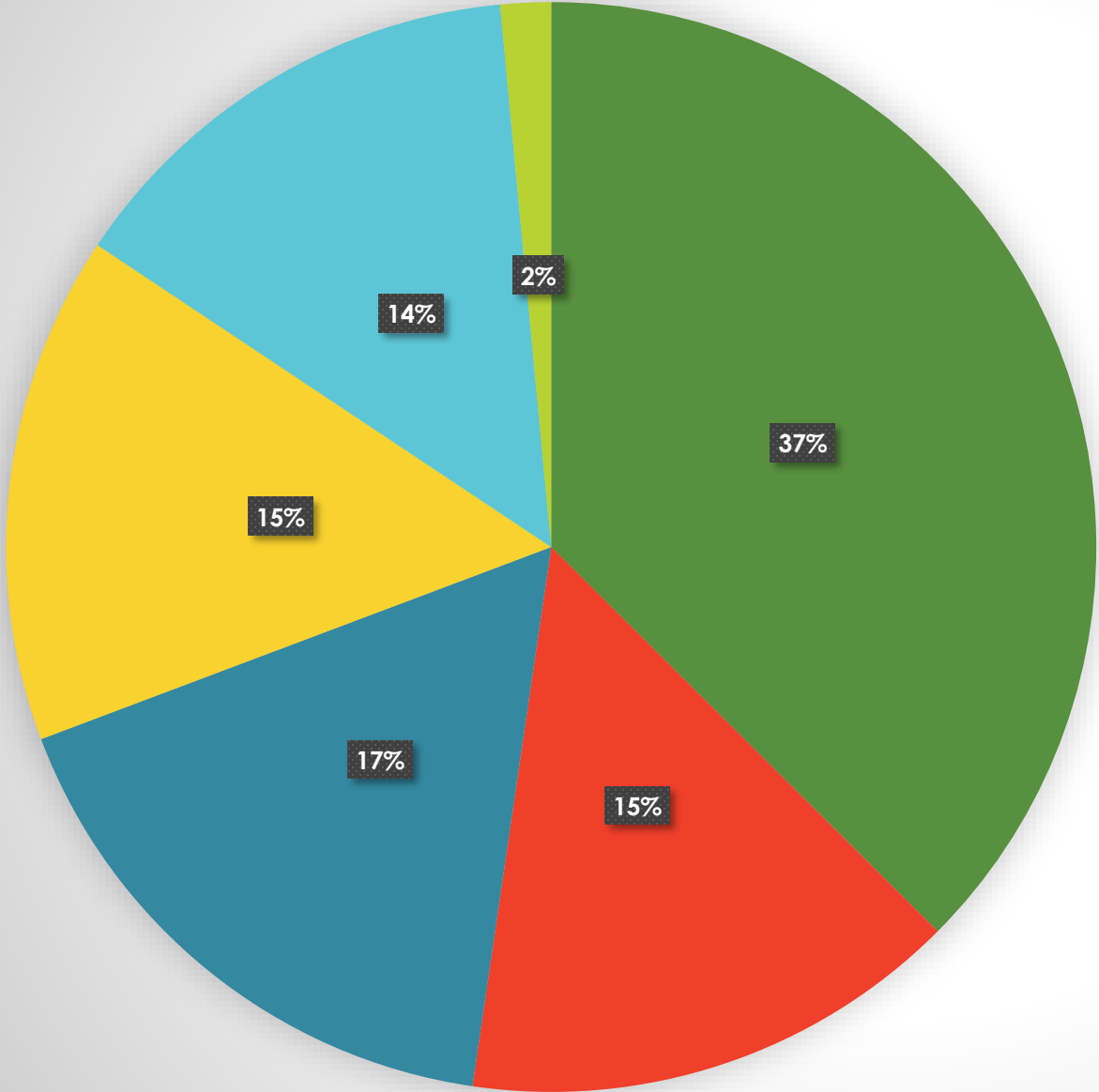
SafeTech Consultants, Inc.

# The Occupational Safety and Health Journey



**Why an OSH Journey?**

# Occupational Fatality by event type 2020



- Transportation
- Violence
- Falls, slips and trips
- Contact with objects and equipment
- Exposure to harmful substances or environments
- Fires & explosions

Note: 2020 is the latest data available on fatalities

# Innovation



# New OSH information added in last 20 years



100 NEW, REVISED, REAFFIRMED  
STANDARDS PUBLISHED BY ASSP



1000 PEER REVIEWED JOURNAL  
ARTICLES



EXPERIENCES BY OSH  
PROFESSIONALS AND THEIR  
ORGANIZATIONS ??

# The Occupational Safety and Health Journey

Regulatory Compliance



Industry Best Practices



Risk Assessment & Management



Safety & Health Management Systems



Business Continuity & Enterprise Metrics



Empowering Workers



Total Worker Health®

# Regulatory compliance



# So, what's wrong with Regulatory Compliance?

- 100% compliance with OSHA standards was never intended to be the ultimate safety system.
- Regulations are a minimum standard, yet many US companies are striving for those minimum standards, not identifying the risks and eliminating the opportunity for injuries and illnesses.

# Why aren't OSHA Standards enough?

“In a culture of legal precision, lawmakers’ focus on what they can write a clear rule about. Solid, objective rules, like the precise height of railings, satisfy lawmakers’ longing for certainty. Human activity, however, cannot be so neatly categorized.”

Philip Howard

*The Death of Common Sense*

Industry best practices/  
standards

# The Best Practice Approach

- One way to improve safety performance is to look at the ways others have accomplished a safe workplace.
- **Benchmarking** is the process of identifying, understanding, and adapting outstanding practices from organizations anywhere in the world to help your organization improve its performance.

# Standards

- Another way to improve safety performance is to influence the implementation of **voluntary consensus standards** that include techniques or mitigation strategies that are beyond regulatory compliance.

# Risk assessment + Management (including PtD, SIF )

# Risk Example: Ergonomic risk inducting on auto pack

			Severity of Injury or Illness Consequence			
			(CAT) Catastrophic Death or permanent total disability	(C) Critical Disability in excess of 3 months, hospitalization of > 3 people per event	(M) Marginal Minor injury, lost workday incident	(N) Negligible First aid or minor medical treatment
			4	3	2	1
Likelihood/Probability of Occurrence or Exposure	(F) Frequent	5	High-20	High-15	Serious-10	Medium-5
	(P) Probable	4	High-16	High-12	Serious-8	Medium-4
	(O) Occasional	3	High-12	Serious-9	Medium-6	Low-3
	(R) Remote	2	Serious-8	Medium-6	Medium-4	Low-2
	(I) Improbable	1	Medium-4	Low-3	Low-2	Low-1

# Risk Control Example

**HIGH** ergonomic risk for operators  
inducting at the Auto Pack 5 Footwear  
Machine

Risk score = **Serious -10**

Solution	New Risk Score	% Improvement	Estimated Cost To Implement
<b>Implemented Solution:</b> Adjusting operator induction height	5.9	41%	\$0 - \$500 <i>(actual was 1 hour of labor time)</i>
Installing tote dumping	4.6	54%	\$80k - \$100k
Vacuum lift device	6.3	37%	\$30k - \$50k
Installing robotics	0	100%	\$60k - \$100k



# Prevention through Design



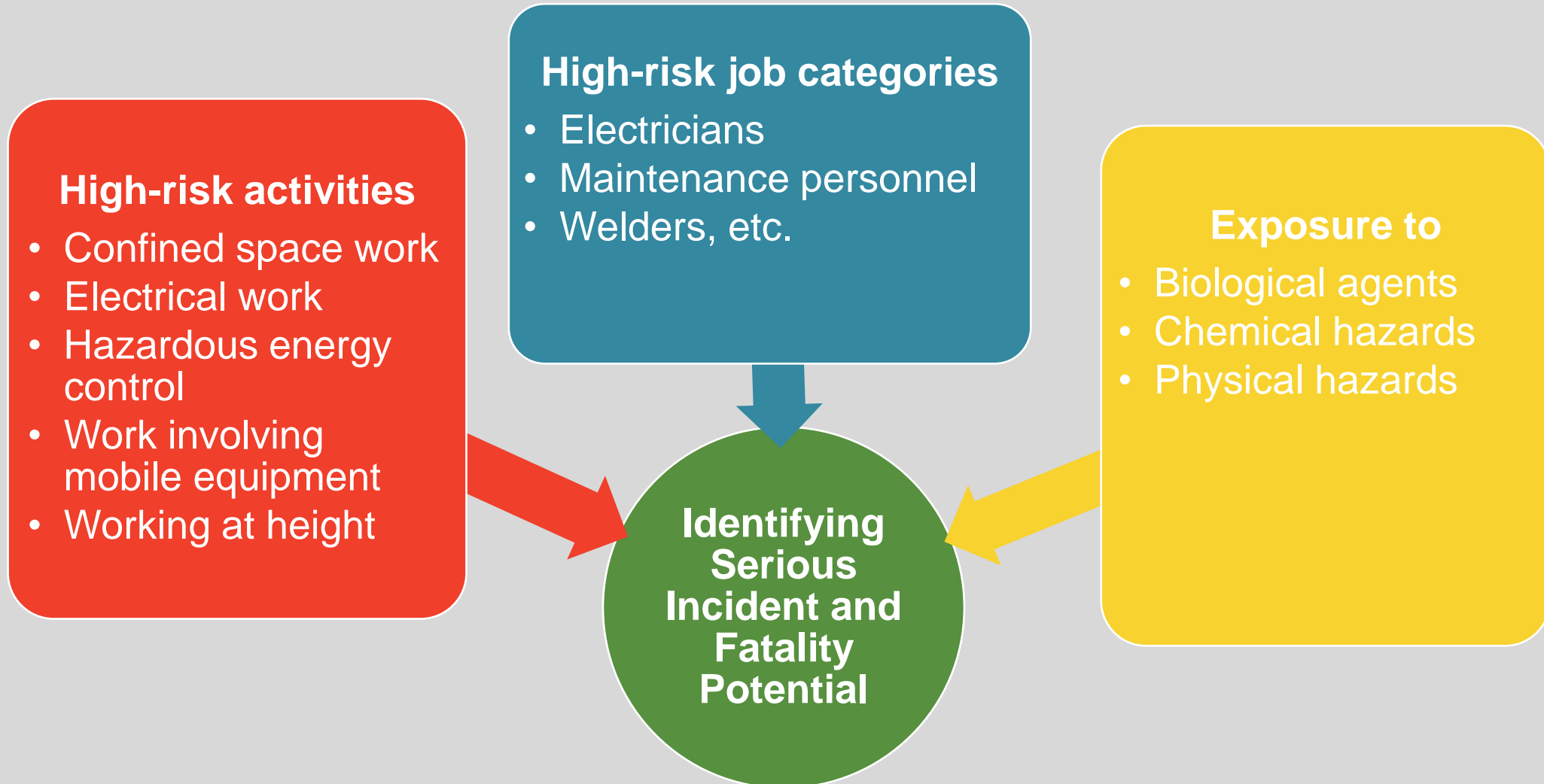
- One of the best ways to prevent and control occupational injuries, illnesses, and fatalities is to “design out” or minimize hazards and risks. NIOSH leads a national initiative called Prevention through Design (PtD). PtD’s purpose is to promote this concept and highlight its importance in all business decisions.
- **ANSI/ASSP Z590.3 standard** helps safety professionals and their employers incorporate prevention through design concepts into decision-making related to the design and redesign of work premises, tools, equipment, machinery, substances and work processes.

# Serious incidents and fatalities (SIF)\*

- Focuses on leading instead of lagging metrics.
- Preventing SIFs requires a greater attention to activities with higher risk potential.
- Precursors that lead to SIFs are different than the usual cases on the OSHA log.
- Risk assessment is a critical tool for SIF prevention.

\* Other terms are used for this same concept, FSI and FSII

# Serious Incident and Fatality (SIF) Potential



# Safety and Health Management Systems

# Safety and health management systems

ISO 45001

ANSI  
Z-10

OSHA  
VPP

# Business continuity and enterprise level metrics

# Enterprise level – continuity and metrics

- OSH professionals can participate in or manage business continuity for an organization. This is more than emergency response. It's planning for continuity of operations and addresses enterprise level risks.
- OSH professional needs to understand the business operations themselves and consider metrics that are broader than the typical injury and illness data.
- Check out the NEW STANDARD **ANSI/ASSP Z16.1 Safety And Health Metrics And Performance Measures!**
  - Provides the means to track and demonstrate the impact that safety and health efforts have on the organization's business. It utilizes a balanced approach to understand and assess safety and health efforts using leading, lagging, and impact metrics.

# Empowering workers (HOP, Psychological Safety)



# Empowering workers

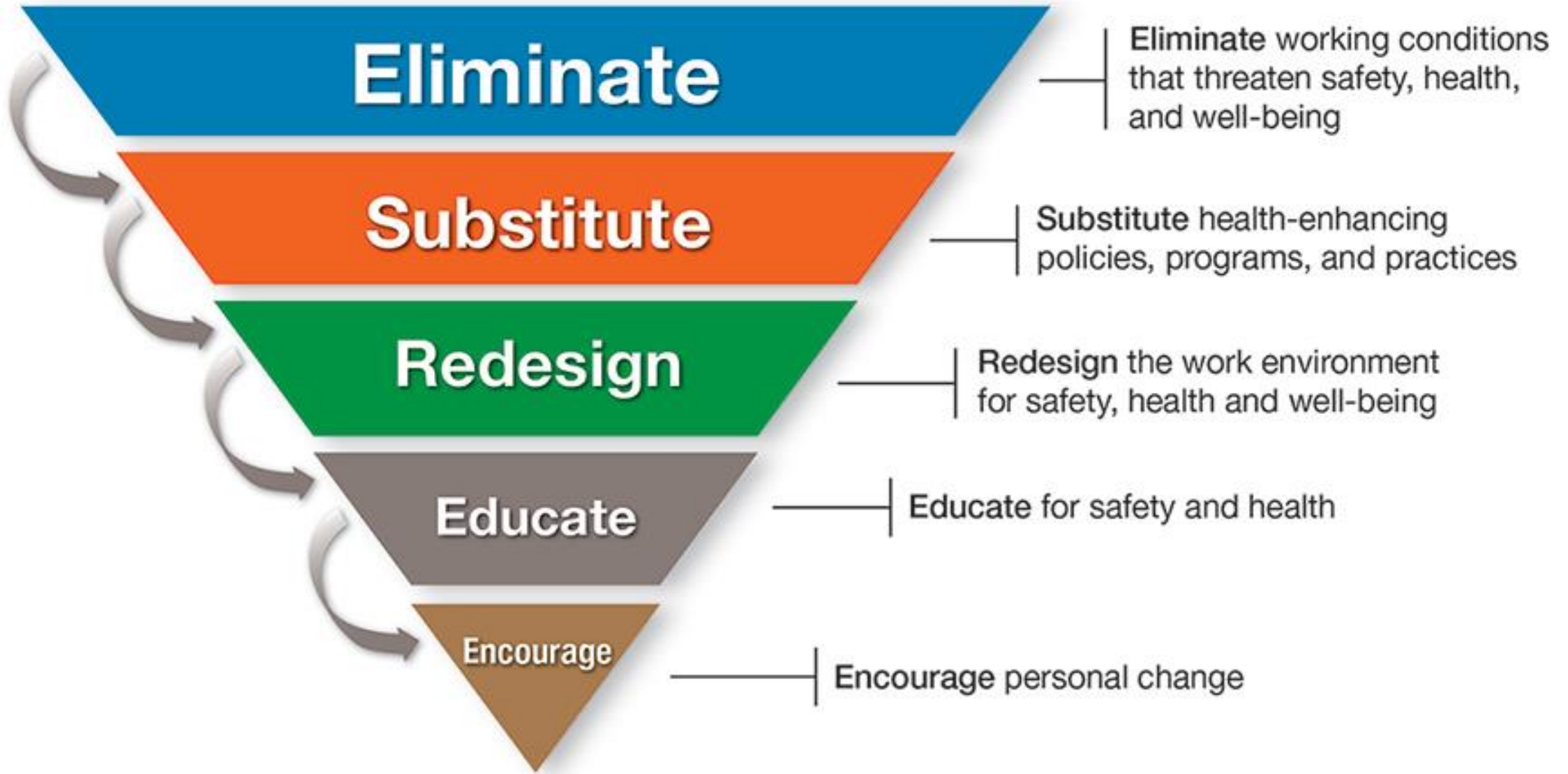
- **ANSI/ASSP/ISO 45003-2021** Occupational Health and Safety Management –**Psychological Health and Safety at Work** – Guidelines for Managing Psychosocial Risks
- **Human and Organizational Performance** (HOP) is a science-based approach to looking at mistakes so we can address them more effectively. It builds an understanding of how humans perform and how we can build systems that are more error tolerant.

**Total worker health®**





Adapted from: Liberty Mutual, 2010, Webinar, The Wellness-Work Comp Connection.  
Goetzel R. Examining the Value of Integrating Occupational Health and Safety and Health Promotion Programs in the Workplace. The NIOSH Total Worker Health Program: Seminal Research Papers 2012. DHHS (NIOSH) 2012-146.



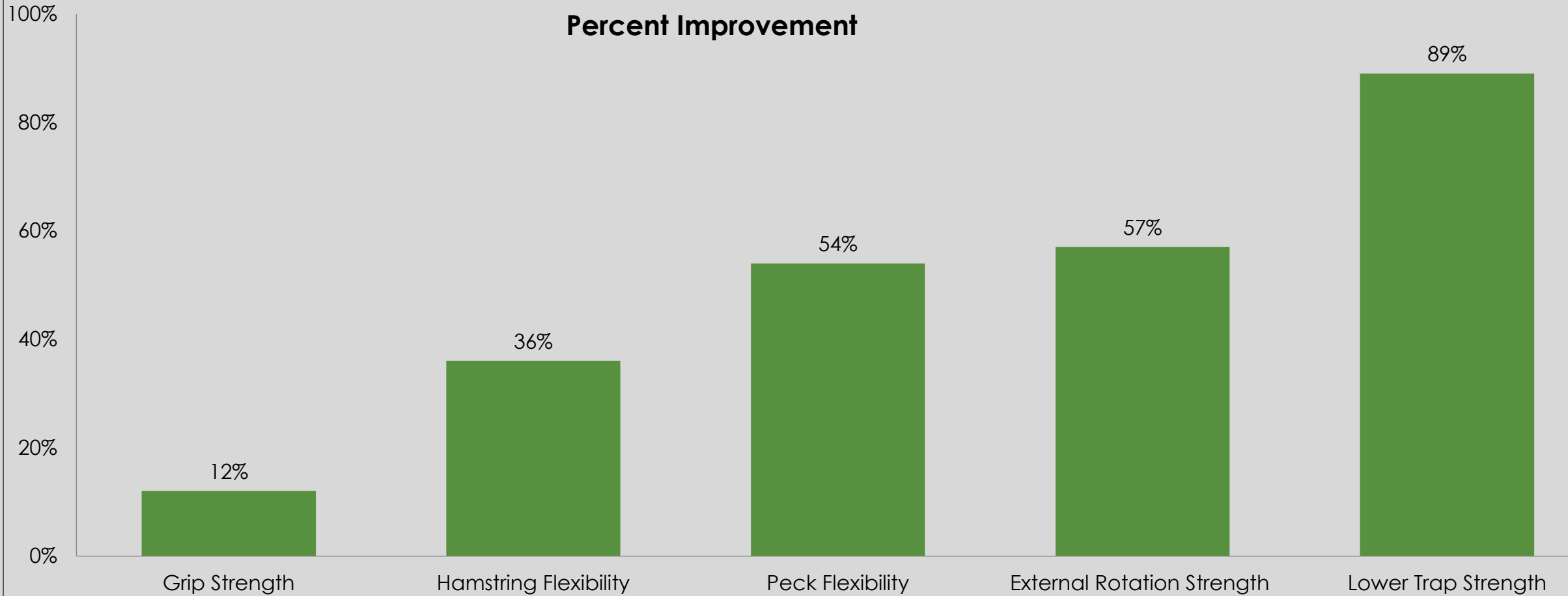
# Overview of JumpStart to fitness

- JumpStart is a **12-week supervised VOLUNTARY exercise program** on company time.
- Included **pre/post testing** along with follow up after the program.
- Leadership chose case handling employees for JumpStart due to **high risks of the job and frequency of shoulder injury** during previous year.
- Workers had average age of 46 and 11 years of service



# Outcomes—Physical Therapy Assessment

**Percent Improvement**



# How do I influence change?

- Help leadership see the value by understanding the metrics they care about and address how the proposed project improves those metrics
- Listen to and encourage participation from those who will be directly affected and those who will likely be resistant
- Be clear and specific about the proposed change - communicate why it's necessary and the benefits of the change
- Gain support from other colleagues who can support the change
- Be sure to leverage the change management process used by your organization



# How do we support each other in this journey?

- Write about your successful approach
- Volunteer on standard committees that address emerging concepts
- Develop pilot programs within your organization to test/research new strategies
- Leverage or learn more business skills to influence your organization to try new ideas
- Consider your role in impacting the organization, could you contribute differently?
- Investigate the cost of risk in your organization and your impact on it
- Determine what tolerance your organization leadership has for risk

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**Thank you!**