

Select Committee on Pension Policy

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Key Messages:

- Injuries at DSHS and DOC
 - where employees get hurt?
 - what are the causes of those injuries?
 - causes of injuries by age group?
- Workplace elements that impact safety
- Programs and policies to meet the needs of an aging workforce



Select High Risk Facilities at WA Department of Social and Health Services, 2006-2010

Facility (# Compensable Claims)	Sprains & Strains from Overexertion	Violence	Slips, Trips, & Falls
Rainier School (683)	30%	50%	8%
Lakeland Village (296)	40%	41%	8%
Fircrest School (267)	37%	36%	11%
Western State Hospital (890)	28%	50%	10%
Eastern State Hospital (259)	37%	39%	10%
All DSHS (3574)	38%	36%	11%

Takeaway: 1. High % of compensable claims from workplace violence.
2. Three types of injury account for 84-89% of compensable claims at these facilities.

Data sources: Washington State Fund Workers Compensation data. CY 2006-2010. Average of 50 or more claims per year for the 5 year period. High risk facilities – CR >8.0 comp claims /100 FTE. All DSHS 4.3/100 FTE. FTE = 2000 hours. A compensable workers compensation claim is one with wage replacement, fatality or kept on salary. Strains and sprains involve neck, back, upper extremity from overexertion, repetitive motion. STF are falls on the same level.



Select High Risk Facilities for WA Department of Corrections, 2006-2010

Facility (# Compensable Claims)	Sprains & Strains from Overexertion	Violence	Slips, Trips, & Falls
WA Corrections Center (168)	45%	13%	18%
Stafford Creek (102)	52%	17%	13%
WA State Penitentiary (197)	38%	28%	17%
Monroe Correctional Complex (201)	45%	17%	15%
Airway Heights (104)	44%	10%	23%
All Dept. of Corrections (1414)	47%	13%	17%

Takeaway: 1. Less % of violence related claims with strains and sprains from overexertion most common injury type in selected facilities.
2. Three types of injury account for 76-83% of compensable claims at these facilities.

Data sources: Washington State Fund Workers Compensation data. CY 2006-2010. Average of 50 or more claims per year for the 5 year period. High risk facilities – CR >3.6 comp claims /100 FTE. All DOC 3.1/100 FTE. FTE = 2000 hours. A compensable workers compensation claim is one with wage replacement, fatality or kept on salary. Strains and sprains involve neck, back, upper extremity from overexertion, repetitive motion. STF are falls on the same level.



Compensable Claim Distribution by Injury Type by Age Group, DOC and DSHS Facilities

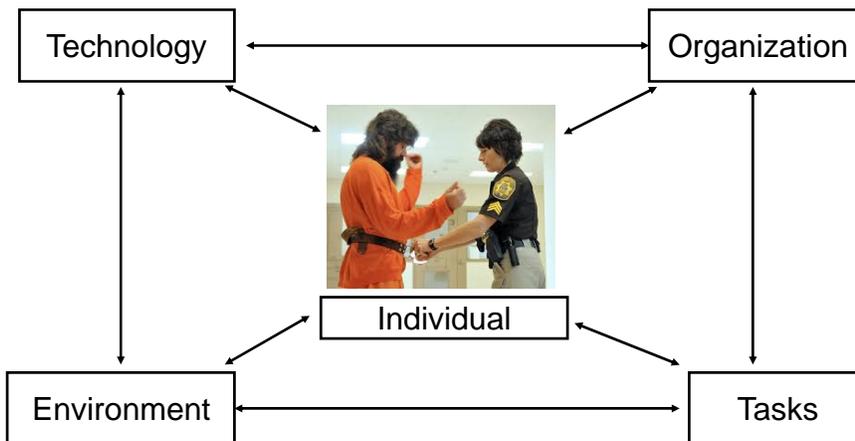
<u>Department of Social and Human Services</u>	<36 yo	36-45yo	46-55yo	56-65yo
Sprains & Strains from Overexertion	30%	37%	40%	45%
Violence	50%	41%	32%	23%
Slips, Trips, & Falls	8%	9%	12%	15%
<u>Department of Corrections</u>	<36 yo	36-45yo	46-55yo	56-65yo
Sprains & Strains from Overexertion	46%	51%	47%	44%
Violence	20%	15%	10%	6%
Slips, Trips, & Falls	10%	14%	19%	26%

Takeaway: 1. Younger age groups have greater proportion of claims from workplace violence.
 2. Older age groups in DSHS and DOC have a greater % of STF; and DSHS older age groups have more strains and sprains from overexertion.

Data sources: Washington State Fund Workers Compensation data. CY 2006-2010. Injury % per age group do not add up to 100% due to exclusion of other types of injury. A compensable workers compensation claim is one with wage replacement, fatality or kept on salary. Strains and sprains involve neck, back, upper extremity from overexertion, repetitive motion. STF are falls on the same level.



Workplace elements that impact safety





Programs and policies to meet the needs of an aging workforce

- The work environment and technology
 - Universal design
 - Ergonomic design and assessments
 - Assistive technology
- The organization of work
 - Staff engagement in improving safety
- Individual factors
 - Wellness and health promotion, work-life balance
- Tasks
 - Job analysis, job accommodation, training initiatives

Sources: Silverstein, AJIM, 2008; Tishman et al., Employer Strategies for an Aging Workforce, NTAR Leadership Center, 2012. 7



Questions?



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