UCSB Injury Reduction Program

Fledgling to Fantastic in 6 months!

We Will Cover....

Riding the Wave of Organizational Change
Being a Change Agent in a Fixed Environment
UCSB's Injury Reduction Program
Marketing Your Program
Utilizing Untapped Resources
Facilities Case Studies: Dumpsters
6 in 6 Bilingual Safety Training
Translating a Bilingual Program

What Triggers Innovative Change?

- Downsizing
- Increased Workload
- Changed Practices

Sample Roll Out & Implementation Plan

Phase 1:
- Q3 2003 – Audit existing program and injury stats, implement process improvements, revitalize and train Evaluator Team.

Phase 2:
- Q2 2004 – Measure costs savings and value check program. Ergo Fair.
- Q1 2004 – Pilot new evaluation processes and forms, track injuries closely, target high risk Depts.

Phase 1:
- Q4 2003 – Pilot new evaluation processes and forms, build Evaluator and Interdepartmental relationships.
- Q3 2003 – Audit existing program and injury stats, implement process improvements, revitalize and train Evaluator Team.

What is a Change Agent?

One who performs life changing work

Marketing Your Program

for Maximum Buy In
How UCSB Utilizes Untapped Resources

Tapped Into 3 New Areas

1. Volunteer Translators
2. Research Grants
3. Governmental Reforms

Choose The Right Team

Team Essentials Checklist

Volunteer Translators

Set Team Objectives

- Commit
- Motivate
- Create
- To the Challenge
- Each Other
- A Plan

Dawn Langer

Dale Carnegie, Inc.
Volunteers Make a Difference

Direct Ergonomic Cost Savings

UCOP System wide Opportunity

Deferred WC Premiums

Taking Advantage of Governmental Reforms

How UCSB Created a Workers Compensation Injury Reduction Program

WC Deferral $$$ Allotment

- Program Transfer
- 3 New Positions
- Special Projects:
  - Housing & Facilities

Main Objective

To nurture a new safety culture in highest risk departments, raise morale and reduce injuries by providing early intervention, improving training and implementing new accident injury prevention and health & wellness programs.
Facilities Facts

- 300 Employees
- Diverse Cultures
- Aging Population
- Larger Workload
- Longer Hours
- Highest Risk Jobs

“Genius is 1% Inspiration and 99% Perspiration”
Thomas Edison

Greatly Improved 2 Main Areas

- Dumpsters
- Training

UCSB Dumpsters

Improving

the

High Risk Workplace

Facilitating Interdepartmental Partnering
Campus Dumpster Facts

FY June 03–June 04

- Housing
  - Highest Risk Operation
  - Dining Commons
  - Bags dumped each day
  - Estimated Time per day
  - Ongoing Back Safety Trg.

- Facilities
  - Highest Risk Department
  - Dumpsters on Campus
  - Types of Dumpsters
  - Bags dumped each day
  - Web Based Safe Lifting Trg.

10 Types of Dumpsters

Refuse – 53% Charge
- (72) Trash - Refuse
- (72) Trash – Cans (liner) AB67

Recycling – 47% No Charge
- (2) 40 Yard Green Waste
- (1) 40 Yard Metal
- (1) 25 Yard Refuse (hd sort)
- (44) Office Pack
- (14) NP/GP&A
- (1) Super Pack (bks&cats)
- (73) Fiberglass
- (38) Cardboard Dumpsters

Dumpster Challenges

- Multiple Heights
- Lack of Training
- Aging Workers
- Physiology

Individual Recycling
Bicycled to Centralized Bins

328 Bins in Facilities Alone!

“Wake Up and Smell the Coffee”
Individual Refuse
Bicycled to Compactors

Campus Dumpster Results

FY June 03–June 04

- Housing
- Facilities

- 1 Refuse Compactor
- Reduced Injuries
- Increased Morale
- 2 more 2005
- 174 Recycling Lid Retrofits
- Reduced LWD
- WC Reform $$$$ 
- 3 Compactors 2005
### Recycling Saves $$$$

**Direct Ergonomic Cost Savings**

### Training Challenges

- 50% Spanish
- Motivation & Trust
- Varied Tasks & Shifts

### UCSB Bilingual Safety Training

**Improving the High Risk Workplace**

### TRADITIONAL vs. NEW REALITY

<table>
<thead>
<tr>
<th>TRADITIONAL</th>
<th>NEW REALITY</th>
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<tbody>
<tr>
<td>1. Highest Cost Dept.</td>
<td>✓ 27% Reduction in LWD</td>
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<tr>
<td>2. Highest Risk Jobs</td>
<td>✓ Job Shadowing &amp; Tools</td>
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<tr>
<td>3. English Oriented</td>
<td>✓ Bilingual Oriented</td>
</tr>
<tr>
<td>4. Union Fractions</td>
<td>✓ Increased Morale</td>
</tr>
<tr>
<td>5. Inconsistent Training</td>
<td>✓ 6 in 6 Program</td>
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### Nurturing

**A New Safety Culture**
Get People Connected
It’s All About Leadership

America Online, Inc. HR Goal 2002

Increase Commitment:
Treat Each Day as Preparation for a Vacation
Unknown Author

Facilities
United
Now!

Focus and Fly Right

New Training Program: 6 in 6
1. Lead & Asbestos
2. Laboratory Safety
3. Bloodborne Pathogens
4. Fall Protection/Ladder Safe
5. Electrical Safety LOTO
6. Safe Lifting

Training Saves Lives & Money

Direct Ergonomic Cost Savings
Positive Results

- Shifting Paradigms
- Stronger Relationships
- Positive Attitudes

Success Summary

- Lead by Example
- Be Open to Change
- Have a Plan B
- Manage the Project
- Leverage Resources
- Increase Commitment

Dawn Langer

Injury Reduction Program $$$$ 

Direct Ergonomic Cost Savings

Celebrate Successes!

The Future of EH&S
We Have Covered…

- Riding the Wave of Organizational Change
- Being a Change Agent in a Fixed Environment
- UCSB’s Injury Reduction Program
- Marketing Your Program
- Utilizing Untapped Resources
- Facilities Case Studies: Dumpsters
- 6 in 6 Bilingual Safety Training
- Translating a Bilingual Program

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