University of California

“Be Smart About Safety”
Reducing Risk at the University of California

Lawrence S. Wong, CIH
University of California
Office of the President
University of California System

- Davis
- Berkeley
- San Francisco
- Santa Cruz
- Merced
- Santa Barbara
- Los Angeles
- Riverside
- Irvine
- San Diego
University of California

- Five Medical Centers
- Two Dental Schools
- Two Pharmacy Schools
- One Vet School
- Two National Laboratories
  - Lawrence Berkeley National Laboratory
  - Lawrence Livermore National Laboratory
- Agriculture & Natural Resource Center
University of California Population

- 200,000 Employees
- 54,000 Faculty
- 210,000 Undergraduate & Graduate Students
- 500,000 Extension Program Students
- On Any Given Day
  - 500,000 People on University of California Facilities
University of California
Workers’ Compensation Cost

• June 2003 – $120 Million Deficit
  – Adopted a 10 Year Repayment Program
• Steps Taken to Reduce Workers’ Compensation Program Costs
  – Settled Cases
  – Return to Work Program
  – Invest in Proactive Loss Prevention
• April 2007 – $36 Million Surplus
Be Smart About Safety Funding

• Fund Proactive Loss Prevention & Loss Control Projects
  – Reduce Frequency and/or Severity in Workers’ Compensation Areas

• Funding From:
  – Deferred Deficit Fund (10 Year Payback)
  – Be Smart About Safety Funding
    • 10% of WC Accrual Rate (Fiscal Year 2006/07)
    • 15% of WC Accrual Rate (Fiscal Year 2007/08)
University of California
W.C. Accrual Rate

• Campus Workers’ Compensation Accrual Rates
  – $0.80 to $1.65 per $100 of Payroll

• Medical Center Workers’ Compensation Accrual Rates
  – $2.36 to $3.47 per $100 of Payroll

• Office of the President
  – $0.68 per $100 of Payroll
Be Smart About Safety
Funds - Fiscal Year 2006/07

- Campuses - Over $10 Million
- Medical Centers - Over $6 Million
Allowable Uses for Be Smart About Safety Funds

- Correct Safety Deficiencies
- Initiate New Safety Programs
- Comply with New Safety Regulations
- Provide Safety Training/Development
- Purchase Safety Equipment & Supplies
- Address Employee & Property Security Concerns
- Employee(s)/Consultant(s)
Uses Not Allowed for Be Smart About Safety Funds

- Major Capital Improvements
- Enhance Academic or Vocational Instruction
- Correction of Deferred Maintenance Deficiencies
- Replacement of Stock Items for Ongoing Programs
Be Smart About Safety

Fund Process

- Application
  - Campus/Medical Center EH&S and/or
  - Campus/Medical Center Workers’ Compensation Office

- Apply to:
  - UCOP Office of Risk Services for Approval

- Funds Transferred to Applicant
- Quarterly Reports
Examples of Be Smart About Safety Fund Uses

- Ergonomist
- Accident Investigator
- Wellness Coordinator
- Loss Prevention/Return to Work Coordinator
- Web-Based Training Development
- Enhance Electrical Safety Program
- Wellness/Safety Fair
- Wellness Program
- Ergonomics Laboratory
- Matching Funds for Ergonomic Equipment Purchase
- Redesign Gas Cylinder Delivery Truck
- Lifting Team
- Ergonomics – Housing Services
University of California
Office of the President

Be Smart About Safety Program
UCOP Be Smart About Safety Program

• Implement Culture Change
  – “Think” Be Smart About Safety


• January 5, 2006 Senior Vice President Letter:
  – Implementing UCOP Be Smart About Safety Program
  – Request UCOP Depts. To Designate Safety Officers
UCOP Be Smart About Safety Program

• UCOP EH&S - Responsible Unit for the Be About Safety Program at UCOP
  – UCOP EH&S Program Manager– Oversees the Be About Safety Program

• 40 UCOP Department Safety Officers
  – Initial Training on Responsibilities
    • March 2006 Training Party
    • Train New Safety Officers As Assigned
  – Periodic Trainings/Updates
UCOP Department Safety Officer’s Responsibilities

- Monthly Safety Meetings
- Quarterly Safety Inspections
- Safety Bulletin Board
- Accident/Incident/Near Miss Investigations - Corrective Actions
- Recordkeeping
- Distribution of EH&S Information
- Liaison Between Department Employees & UCOP EH&S
UCOP Department Safety Officer

- Senior Staff Person
  - Management Services Officers
  - Managers
  - Assistant to Directors or Vice Presidents

- Familiar with UCOP Structure and Policies

- Safety Officer’s Duties – 8 Hours per Month

- Ideal Ratio – 1 Department Safety Officer per 50 Employees
UCOP Be Smart About Safety Program

• Integrate Health and Safety As Part of Day-To-Day Operations
• Safety Meeting/Safety Training is Standard Ongoing Agenda Item for Staff Meetings
• Quarterly Safety Inspections
• Integrate Living Well as Part of the Be Smart About Safety Program
Monthly Safety Meeting

Topics

• Computer Workstation Ergonomics
• Lifting, Slips, Trips, & Falls
• Travel Safety
• Fire Prevention & Use of Fire Extinguishers
• Earthquake Safety
• Environmental Stewardship
• Chemical Hazards and Hazard Communication
• Emergency Building Evacuation
• Reduce, Reuse, Recycle
• Elevator Safety
• Building Safety & Security
• Workplace Violence
Employee Safety Awards

- Starbucks® Gift Cards
- Mugs, Calculators, Notebooks, Water Bottles
  - With the Be Smart About Safety Logo
- Safety Recognition Awards
Environmental Stewardship Program

• Cal/EPA Take-It-Back Partner
  – Batteries
  – Cell Phones
  – Mercury Thermometers
  – Computers/Television Sets
    • Recycling Day
• Paper Cup Reduction
  – Commuter Mugs
• Recycling/Composting
Environmental Stewardship
Computer/TV Collection Day

• January 24, 2007
  – UCOP Strategic Sourcing
  – UCOP Office of Risk Services/EH&S
  – President Dynes, UCOP

• 72 Monitors/TVs
• 49 Computers/Laptops
UCOP Be Smart About Safety Funds

- Ergonomics Injuries
  - Ergonomic Consultant
  - Matching Ergonomic Equipment/Furniture Fund
- Training & Education
  - Health & Safety Literature
  - Training DVDs/Videos
- Safety Incentive Rewards
  - Be Smart About Safety Promotional Items
- Workplace Injury & Illness Prevention
  - Monitoring Equipment
Be Smart About Safety
2006 Accomplishments

- 7900 Employees Trained
- 719 Trained in Remedy Interactive Computer Ergonomics Program
- 176 Monthly/Quarterly Safety Inspections
- 131 Ergonomic Evaluations
- Be Smart About Safety Webpage
- Be Smart About Safety Day
  - September 27, 2006
  - October 24, 2006
Be Smart About Safety
2006 Accomplishments

• Environmental Stewardship Program
  – Became a Cal/EPA Take-It Back Partner
  – >1000 Pounds of Batteries Collected
  – 93 Cell Phones Collected for Recycling
  – 97 Mercury Thermometers Collected
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Injury & Illness Index

• Six Items on Cal/OSHA Form 300A
  – Lost Day Cases Rate (Item H)
  – Restricted Day Cases Rate (Item I)
  – Total Other Reportable Cases Rate (Item J)
  – Restricted Days Rate (Item K)
  – Lost Days Rate (Item L)
  – Total No. of Injuries Reported Rate (Item M)

• Normalize Data to 200,000 Manhours

• Add All Six Items Together
UCOP Injury & Illness Index 2006

• UCOP Index – 18
  – UCOP Index in 2005 was 39
  – UCOP Index in 2004 was 36
  – UCOP Index in 2003 was 50
• UC Campus Index – 47 to 96
• National Laboratory Index – 21 to 47
• Medical Center Index – 101 to 235
Be Smart About Safety
Future Challenges

• Get All UCOP Departments Involved
• Establish an Employee, Union, & Management Safety Committee
• Injury Reduction
• Maintain the “Initial Enthusiasm”
Contact Information

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Be Smart About Safety Webpage
www.ucop.edu/riskmgt/bsas