

# Wellness

Chairperson: Cynthia Causbie

Monday, March 25<sup>th</sup>, 2019

1:35 – 2:15 pm

Parallel Session B

*Work Related Injuries Workshop*  
*March 25<sup>th</sup> & 26<sup>th</sup>, 2019*

# Creating a Resilient Workforce



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# Impact of Ongoing Stress in the Workplace

## A Stressed Employee

- Burnout
- Sleep Deprived
- Lack of Focus
- Compromised Decision-making
- Reduced Morale

## A Resilient Employee

- Productive
- Mindful
- Awareness and Focus
- Improved Decision-making
- Improved Morale

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# Why Resiliency?

A resilient employee is less prone to burnout and injuries

- Resilience-ability to withstand, recover and grow in the face of stressors and changing demands.
- Resilience skills can be learned!



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# Our Approach to Improving Resilience of Workforce



## Develop Intervention Strategy

- Evaluate Environment
  - Physical Environment
  - Manager/Employee relationship/culture
- Consider Resources
  - Onsite EAP
  - Onsite Health Centers
  - ToolKit – training
  - Coaching
- Review strategy and timeline with leadership for buyin

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# Expected Outcomes

- Short-term Impact

↓ Self reported stress levels

↑ Resiliency scores

↑ Awareness

- Manager's Tools

- Employee's Tools

↑ Morale

- Long-term Impact

↓ Absenteeism

↓ Work place accidents/injuries

↑ Retention

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# Questions?

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# Impact of Athletic Trainers on Work-Related Injuries

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# Athletic Trainers' Scope

Musculoskeletal Injury Prevention Education

Early Intervention- First Aid

Task Analysis and Job Coaching

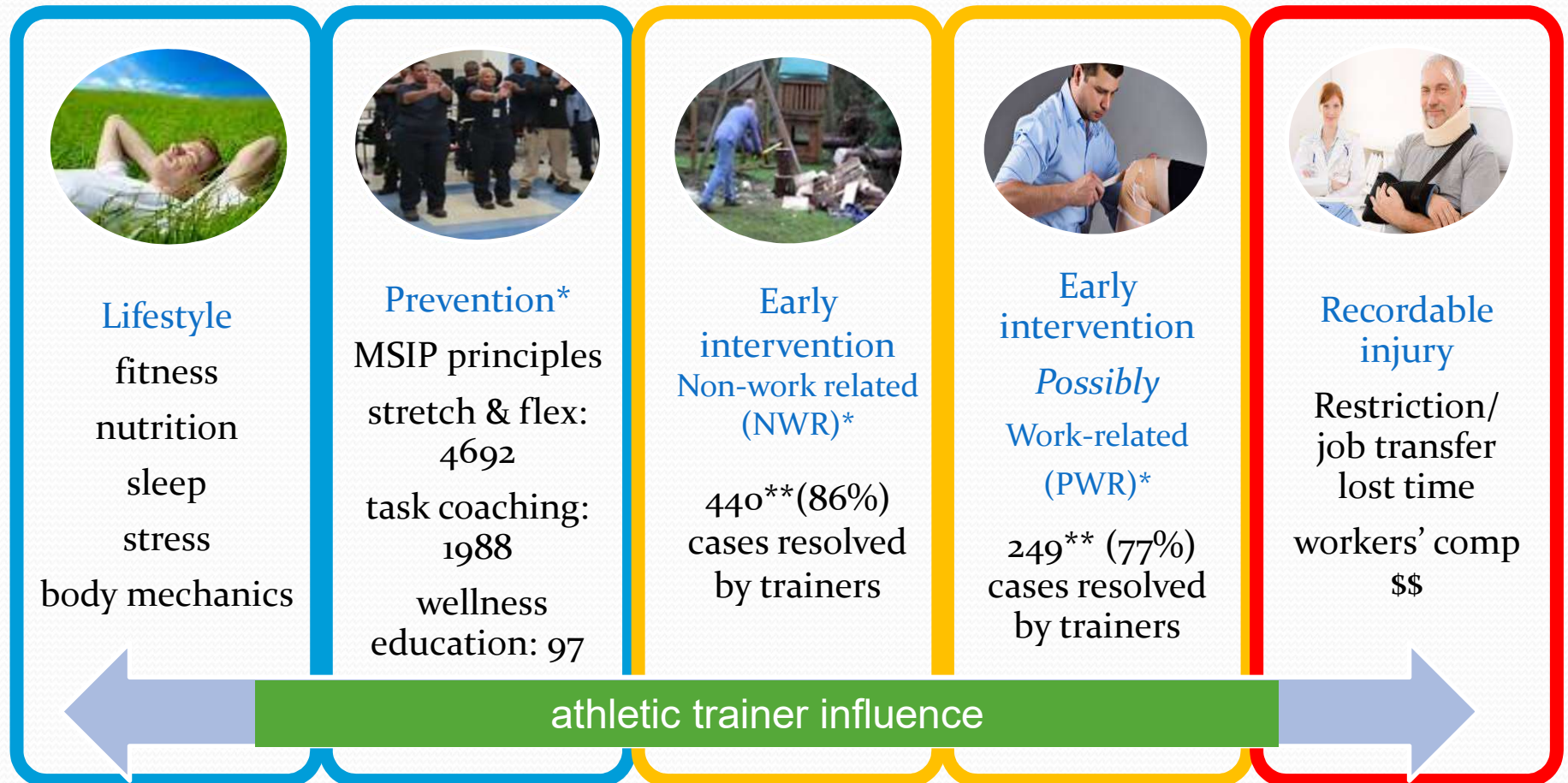
Job Specific Stretching Programs

Conditioning Programs



19 FTE trainers at field operations sites in NE, NY

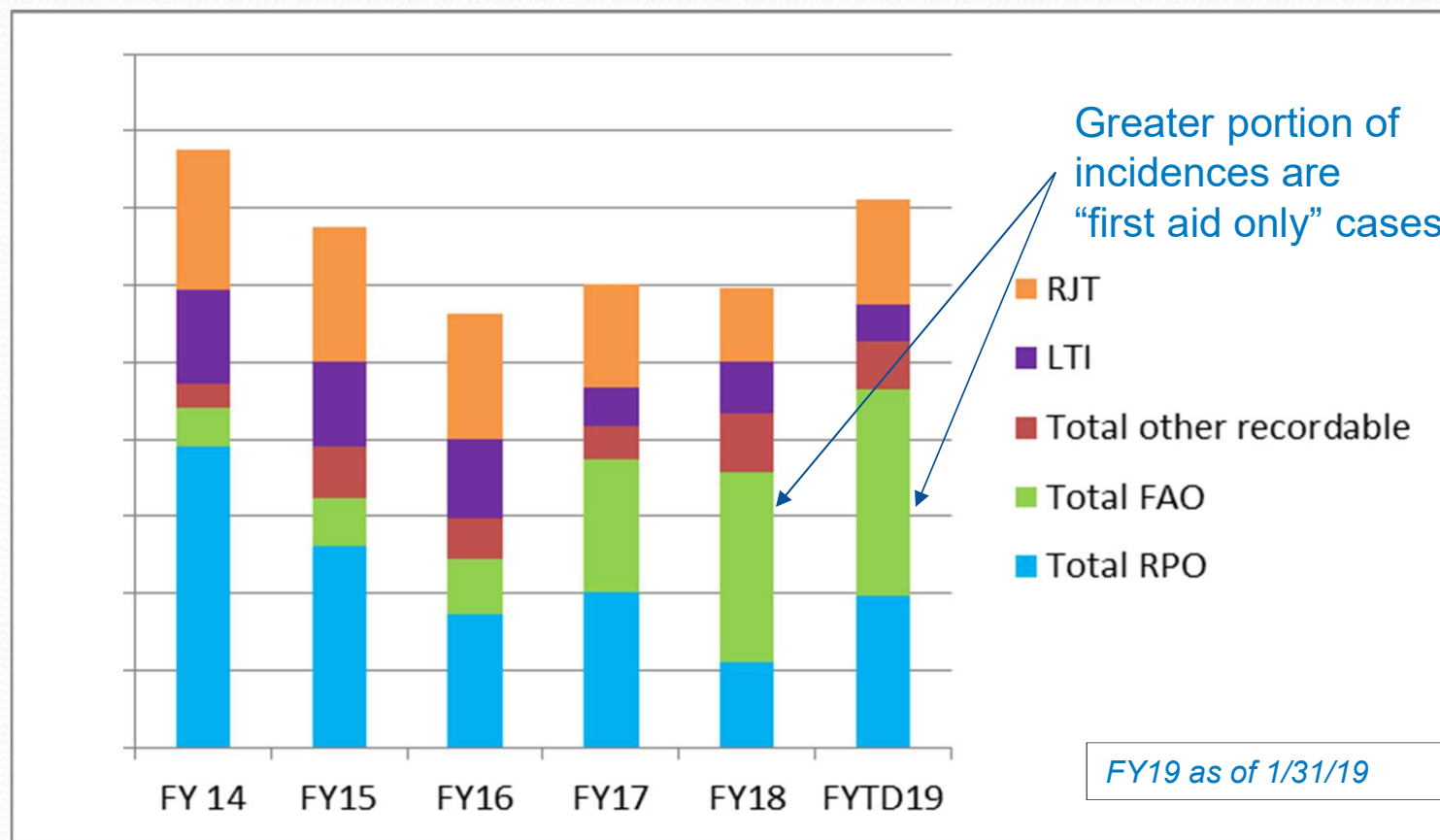
# Physical Wellness Continuum



\* touchpoints and cases FY19TD \*\* may still be receiving care



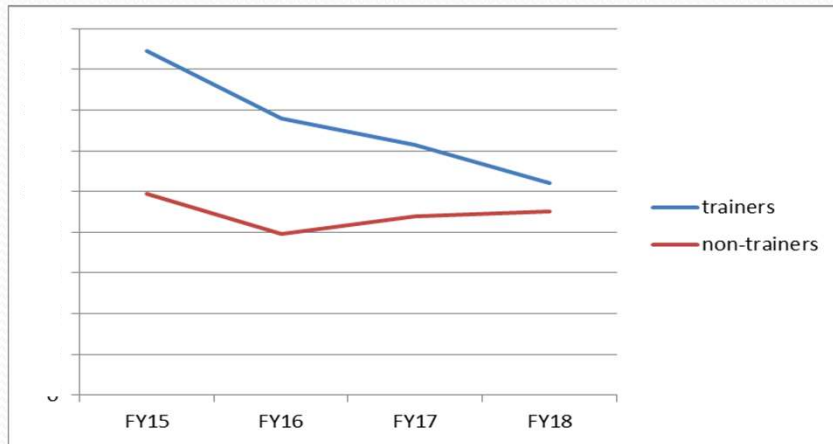
# Injury Severity Trend



- IMS data: STI incident reports for operations: M&C Gas, M&C Electric, CMS, Fleet, Warehouse and TLS at sites with Athletic Trainers
- RJT= restriction/job transfer, LTI= lost time incident, ORI= other recordable incident, FAO= first aid only, RPO= report purpose only

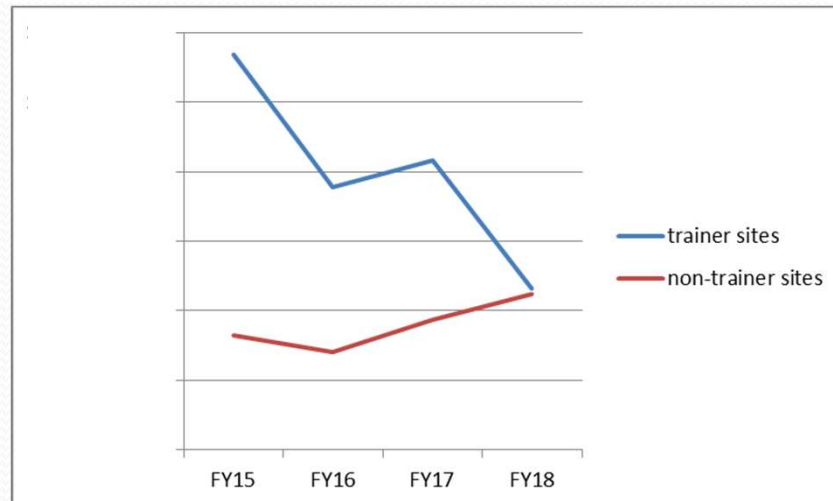


# Workers' Comp Claims Trend



## Claims:

- Overall decrease in # of claims:
  - Trainer sites: 38% decrease
  - Non-trainer sites: 9% decrease



## Expense:

- Overall decrease in medical expenses:
  - Trainer sites: 59% decrease
  - Non-trainer sites: 36% increase

FY- fiscal year April 1 – March 31  
FY18 data as of 2.22.19