

Disclosures

None of the speakers in this session have anything to disclose regarding conflicts of interest or commercial relationships

Learning Objectives

- 1. IH:** Participants should be aware that one doesn't need to be a trained "Safety Professional" to help colleagues to operate in a safe manner.
- 2. PT:** Attendees will be able to list and describe at least three specific contributions of a Physical Therapist in supporting workplace health and safety efforts.
- 3. OEM:** Attendees will be able to list benefits of well-designed training programs

10 Safety Rules for the *Worker*

10 RULES FOR WORKPLACE SAFETY

1. YOU ARE RESPONSIBLE FOR YOUR OWN SAFETY AND FOR THE SAFETY OF OTHERS
2. ALL ACCIDENTS ARE PREVENTABLE
3. DO NOT TAKE SHORT CUTS. ALWAYS FOLLOW THE RULES
4. IF YOU ARE NOT TRAINED, DON'T DO IT
5. USE THE RIGHT TOOLS & EQUIPMENT AND USE THEM IN THE RIGHTH WAY
6. ASSESS THE RISKS BEFORE YOU APPROACH YOU WORK
7. NEVER WEAR LOOSE CLOTHES OR SLIPPERY FOOTWEAR
8. DO NOT INDULGE IN HORSEPLAY WHILE AT WORK
9. PRACTICE GOOD HOUSEKEEPING
10. ALWAYS WEAR PPEs



Safety is not a tip or checklist, it is a culture

Beyond the Checklist

- PPE
- Signage ×
- Drills



The Cultural Engine



Micro-Habits
Small, daily wins



Continuous Reinforcement

Positive feedback loops



Stakeholder Alignment

Shared goals & incentives

A Safety Culture is the shadow cast by leadership and the sum of our daily choices

6 Safety Tips From An Environmental Health and Safety Professional

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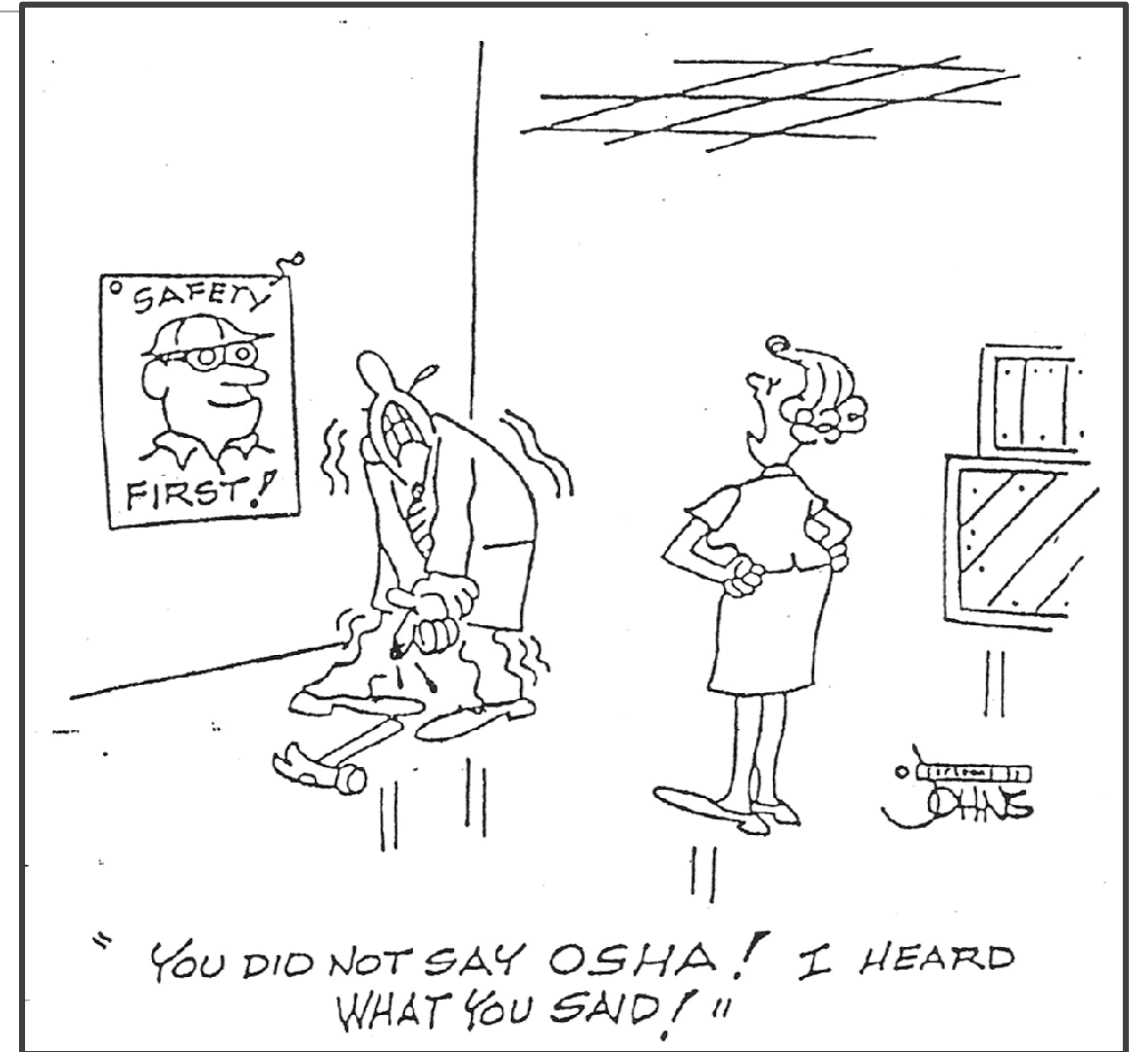
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Tip #1 Overall Safety Objective

- Ensure employees return home pretty much the way they came to work that morning!
- ***Safety should not be a “priority”***



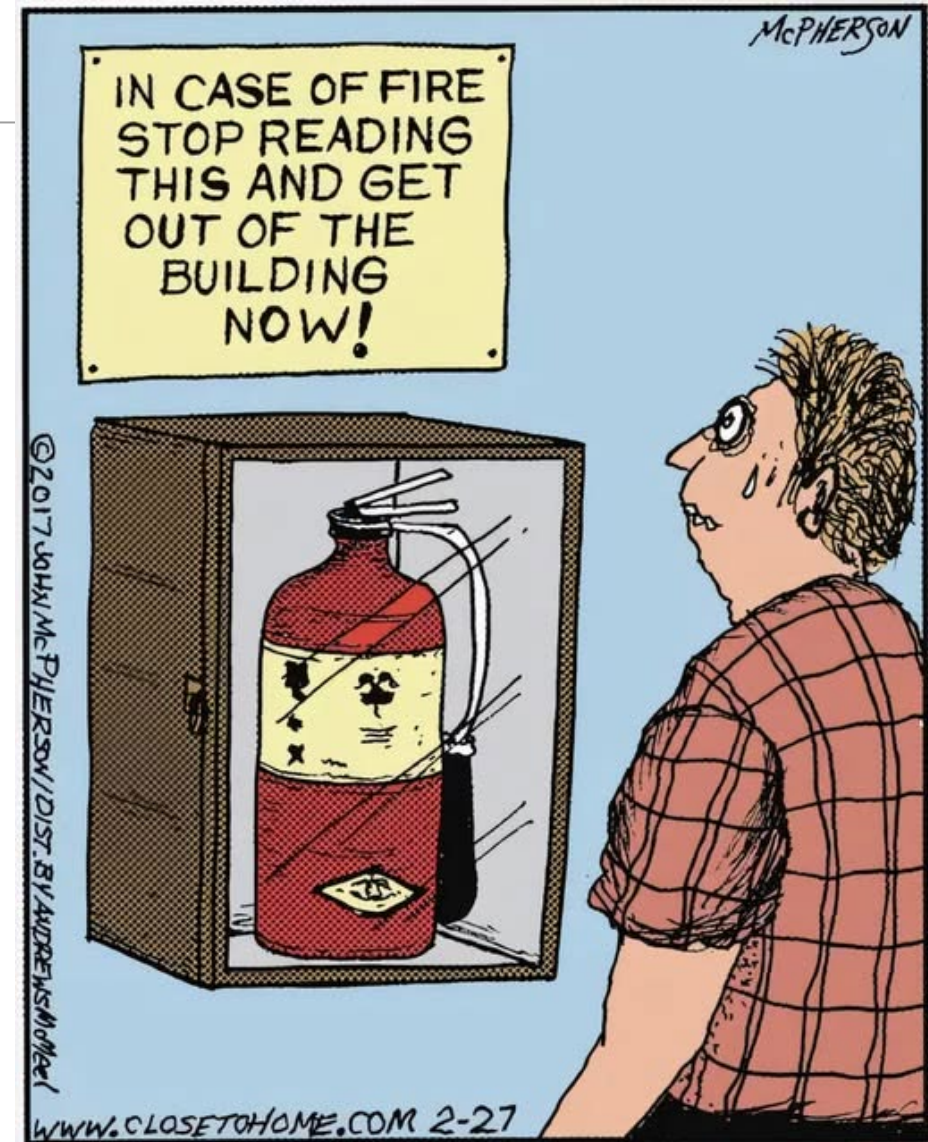
Tip #2 Critical to Evaluate and Address Workplace Hazards

- Anticipate
- Recognize
- Evaluate
- Control



TIP #3 Personalize Your Message

- Safety Professionals - Regulation oriented
- Need to make advice *personal*
 - Family and Children
 - Ladder size



TIP #4 Ensure management explains and oversees process

- Why do injuries happen?
- Employees do what they are allowed or think they are allowed to do.
- Learn a lot by watching!
 - Make the task details clear
 - Use the right tools



TIP #5 Is deviation a positive or negative change?

- Day 1 - Procedure is clear. **(SAFE)**
- Day 100 - Small deviations become routine. Improvement or lazy? **(DRIFT)**
- Day 500 - Deviation now standard. Why? Failure is a risk. **(TRAP)**

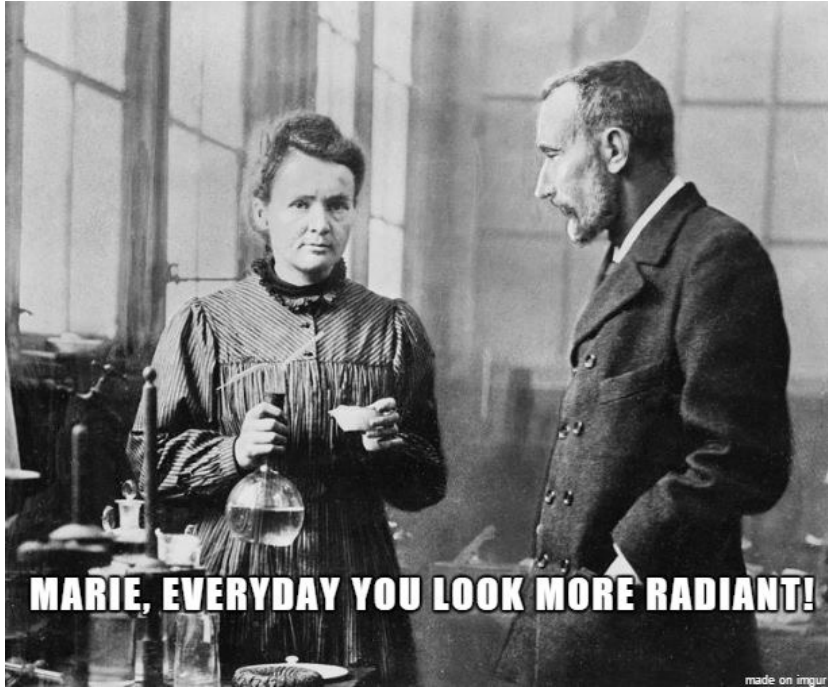


TIP #6 We need to lookout for each other. An injury can be devastating on many levels!

**Absence of
Accidents Is Not
Proof of Safety**

Near Misses

Non – Report



2026 WORK RELATED Injuries Workshop

Thank You!

5 Safety Tips from a Physical Therapist

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Tip #1: Hire a Physical Therapist to Support Health and Safety Efforts

- Assist with:
 - Musculoskeletal Injury Prevention
 - Ergonomics and Job Design
 - Early Intervention and Stay-at-Work (SAW)
 - Return-to-Work (RTW) and Disability Prevention
 - Safety Culture and Education



Tip #2: Collect Data to Justify Proposed Projects from Various Sources

- Incorporate:
 - Staff surveys and interviews
 - Observation of physical tasks



Tip #3: Evaluate the Physical and Psychosocial Demands of a Job

- Understanding essential functions along with physical and psychosocial job demands is critical
- Use **O*Net** to help identify essential functions in absence of functional job description



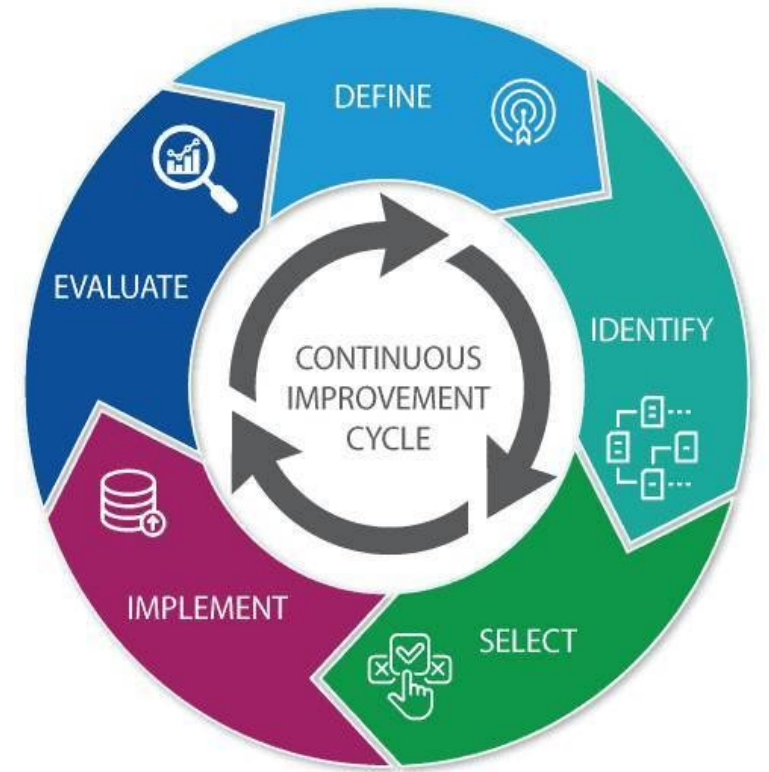
Tip #4: Facilitate Stay-at-Work or Return-to-Work Plans

- Coach employees upon return-to-work at the work site
- Collaboration is key
 - Employers, HR, safety, care team and case managers/adjusters, employees



Tip #5: Help to build and sustain a safe work culture

- Pilot interventions prior to large scale intervention
- Train all levels in safe work practices
....but training should not replace workplace modifications when needed
- Build and maintain relationships
- Continually reassess



References

- Prall, J., & Ross, M. (2019). *The management of work-related musculoskeletal injuries in an occupational health setting: The role of the physical therapist*. *Journal of Exercise Rehabilitation*, 15(2), 193–199. <https://doi.org/10.12965/jer.1836636.318>
- Daley, D., Pettet Payne, L., Galper, J., Cheung, A., Deal, L., Despres, M., Garcia, J. D., Kistner, F., MacKenzie, N., Perry, T., Richards, C., & Escorpizo, R. (2021). Clinical guidance to optimize work participation after injury or illness: The role of physical therapists: Clinical practice guidelines linked to the International Classification of Functioning, Disability and Health from the Academy of Orthopaedic Physical Therapy of the American Physical Therapy Association. *Journal of Orthopaedic & Sports Physical Therapy*, 51(8), CPG1–CPG102. <https://doi.org/10.2519/jospt.2021.0303>
- U.S. Department of Labor, Employment and Training Administration. (n.d.). *ONET OnLine**. <https://www.onetonline.org/>

Thank you!

5 Safety Tips From an Occupational Medicine Clinician

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Tip #1: Build Resilience and Manage Fatigue

- Prioritize Physical and Mental Health
 - Stress directly reduces safe decision-making and fatigue compounds the problem
 - Stress and fatigue are costly
 - Evaluate for factors that can increase fatigue and opportunities to manage them and build worker resilience

Tip #2: Develop Training That Sticks

- Knowledge does not automatically change behavior but data shows training can help
- Make knowledge retention a priority
- Training loses impact when environments discourage safe choices

Tip #3: Expand the Definition of Safety Incidents

- Safety includes more than acute injuries
- Mental health conditions account for nearly half of work-related illness cases in some regions
- Supporting worker mental health resources and recognizing role of psychological safety are vital steps

Tip #4: Develop Good Communication Skills

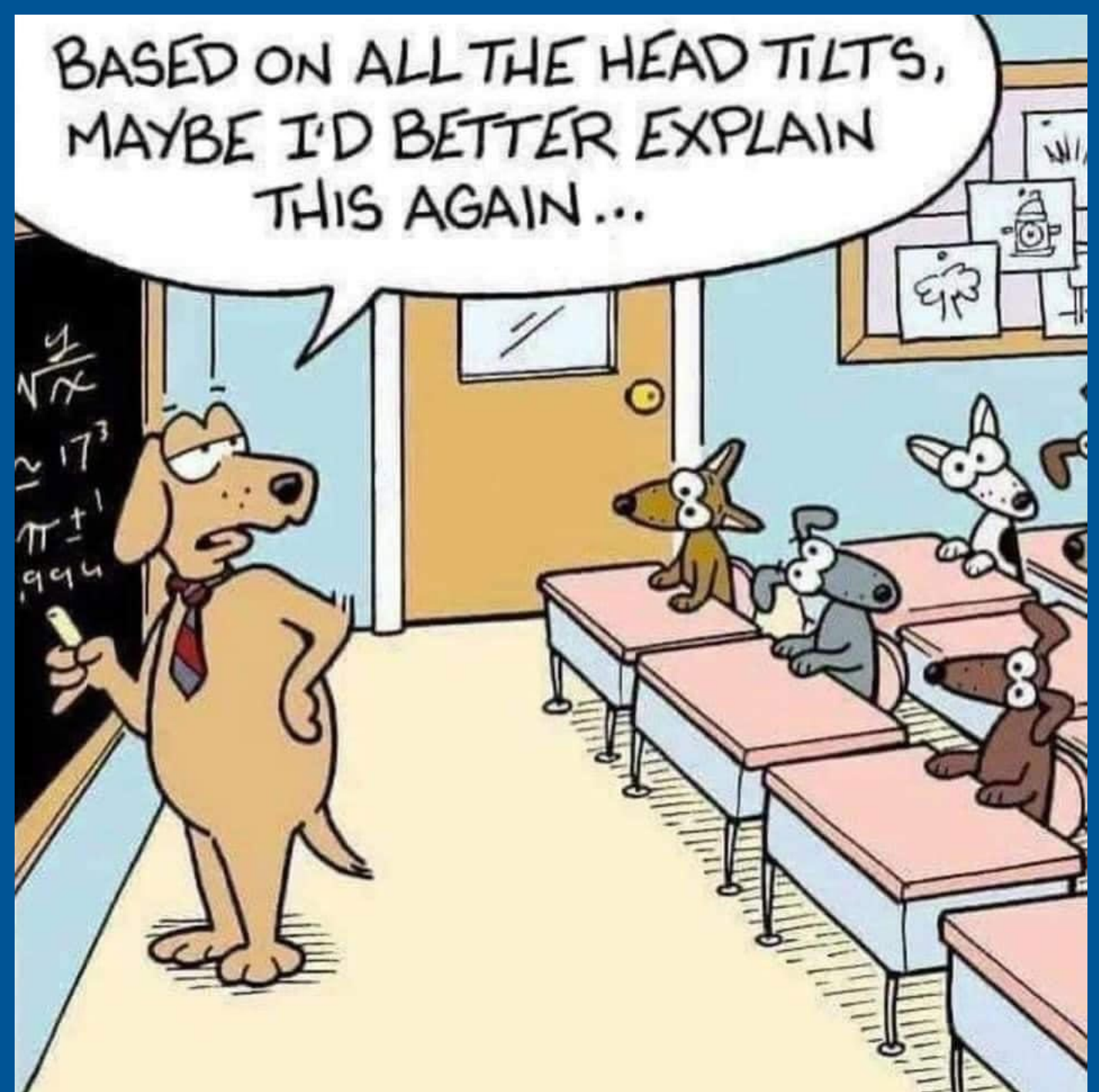
- 5 C's of communication:
 - Clarity, Concise, Concrete, Correct, Complete
- Be Prepared for Different Types of Safety Conversations
- Set a good example

Tip #5: Reduce Impairment in the workplace

- Alcohol, drugs, prescription medications and medical conditions can lower inhibitions and foster risky behavior in the workplace
- Establish/Update Impairment at work programs
- Maintain supportive environment for workers

Thank you!

Questions?



BONUS:
10 more safety tips for occupational medicine providers
(per Gemini AI)

- 1. Prioritize "Walk-Throughs"**
- 2. Master the "Pre-Existing" Documentation**
- 3. Don't Skip the PPE (Even for You)**
- 4. Standardize Chain of Custody**
- 5. Be Realistic with "Light Duty"**
- 6. Stay Current on OSHA & NIOSH Standards**
- 7. Practice De-escalation Skills**
- 8. Screen for Secondary Gain (and Malingering)**
- 9. Mind Your Own Ergonomics**
- 10. Clarify the "Patient" Relationships**

From Learning to Curiosity Objectives:

1. Industrial Hygiene (IH)

Learning: Participants should be aware that one doesn't need to be a trained "Safety Professional" to help colleagues to operate in a safe manner.

- **Curiosity Objective: "Is safety a checklist or a culture?"**. Explore how your "daily choices" and "looking out for each other" can prevent devastating injuries more effectively than a rulebook **alone**.

2. Physical Therapy (PT)

Learning: Attendees will be able to list and describe at least three specific contributions of a Physical Therapist in supporting workplace health and safety efforts.

- **Curiosity Objective: "What can a 'Body Mechanic' fix that a manual can't?"**. Discover how a PT uses "Stay-at-Work" coaching and "Psychosocial demand" evaluations to keep a workforce moving safely.

3. Occupational Medicine (OEM)

Learning: Attendees will be able to list benefits of well-designed training programs.

- **Curiosity Objective: "Why does some training 'stick' while others 'drift'?"**. Investigate the benefits of training programs that go beyond generic slides to actually change workplace behavior and prevent the "Trap" of routine deviations.