



SAFETY IMPROVEMENT PROGRAM, INCLUDING
REVISIONS TO
PS 90 AND PS 67



A brief overview of
Safety Improvement Program
June, 2013

SAFETY IMPROVEMENT TEAM

Paul T Favaloro

Fran Guerin

Tina Jackson,

David D Hurlbert

Brad Wilson

Craig P Stevens

Julie A Walsh

Steven D Waller

Karen Rockett

Colorado Robertson

Jim Roberts

Morris E Pyle

Celena R Trahan

Susan W Kohler

Jon A Desselle

Fannie J Moncrieffe

Todd W Jeansonne

David A Taylor

Michael Hooks

Patrick F West

Mike Durham

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THE TEAM'S ROLE

- Provided stakeholder input on structuring the plan
- Helped in determining the hurdles to implementation and finding solutions to get over them
- Communicated the plan to team members' respective areas and provided feedback
- Will work to meet the goals of the plan in the future.

GUIDING PRINCIPLES OF TEAM

- Maintain focus on protecting safety of employees
- Accountability for Workers' Compensation must reside in all campus activities and programs and departments
- Managers/Supervisors must accept responsibility & accountability for their roles in accident prevention and in returning employees to productive work as soon as possible
- Employees must be motivated to work safely, and to return to work as soon as possible after a work injury
- Leadership at LSU must support the effort by holding managers accountable when evaluating work performance

STRATEGIES FOR IMPROVING RESULTS

- Focus safety training on high frequency case types/areas after analyzing accident data
- EHS will develop means of recognizing excellent safety performance by work groups, including competition for safety awards.
- Improve our ability to treat first aid cases on site through more training for employees on First Aid/CPR and availability of first aid kits. (Building Coordinators may play a key role in this.)
- Expand drug screening program to include more pre-employment, random and post accident/incident screening (PS 67)
- Return employees to work on modified duty



ACCIDENT REVIEW

- EHS is notified immediately and will review **ALL** accidents in addition to supervisor
- Investigations will include the department personnel involved and EHS personnel
- During the investigative process, return to work plans will be formulated where appropriate and needed.
- Key decisions for drug screening will be made early in the investigative phase
- Investigation results and proposed corrective actions (Action Plan) developed after a serious accident/incident will be reviewed by the Safety Review Committee

SAFETY REVIEW COMMITTEE

- Safety Review Committee consists of Representatives from HRM, EHS, Risk Management, and the department involved
- Responsible for reviewing and approving in a timely manner the Action Plan developed in an Accident Review of a serious accident or incident
- Purpose of the Committee is to ensure consistency in rule enforcement, high emphasis on safety and appropriate involvement by key personnel in administering the safety program
- The Director, EHS, will coordinate the Committee's activities and communicate with personnel as needed

MANAGEMENT OF MEDICAL TREATMENT

- Student Health Center will have a central role in treatment and management of medical issues
- SHC Physicians, administrator and nurses will assist in our program
- Drug Screening will be provided by Student Health Center
- Case Management Follow-up Program will be pursued for the outstanding cases

POLICY REVISIONS:

PS 90, WORKERS' COMPENSATION AND WORK RELATED ACCIDENTS, AND PS 67, MISUSE OF DRUGS OR ALCOHOL

- Process for development and implementation of new requirements
 - Identification of policy needs
 - Research and drafting of initial policy language, including stakeholder input
 - Distribution to the University Safety Committee for input and review
 - Presentation to key administrators
 - Policy/program review by legal counsel and necessary governmental authorities
 - Opportunity for review and comment from campus community through publication on Risk Management Website and presentations to key groups
 - Review by FAS Vice Chancellor and Provost and approval by Chancellor
- Revisions approved effective January 7, 2013

PS 90, *WORKERS COMPENSATION AND WORK RELATED ACCIDENTS* (NEW TITLE)

- Streamlined to Primarily Address Workers Compensation Program - 15 pages to 3.5 pages
- Outlines employee, supervisor and department responsibilities
- Requires immediate injury reporting and follow-up investigation
- Requires injured employee to return to duty as soon as he/she can perform light (“modified”) duty
- Requires departments to participate by facilitating return of the employee on modified duty
- Policy language clarifies use of compensatory time or vacation for lost time accidents.
- PS 105 “Return to Work Procedures for Employees on Workers Compensation” incorporated into PS 90. (Eliminated PS 105)

PS 67 ON DRUGS/ALCOHOL IN WORKPLACE

- Added definitions:
 - “Employee Assistance Program” and “Fitness for Duty”
- Strengthened drug screening rules:
 - Fitness for Duty Screening – behavior based
 - Pre Employment and Random Screening (safety and security sensitive roles – expanded list to include more LSU positions)
 - Post Accident/Incident Screening where employee had causative role
 - Rehabilitative and return to work
- Student Health Center to play important role in support of this effort
- Budget support is being provided for the screening for expanded list of safety and security sensitive positions.

THANK YOU

- Training for Departmental Supervisors available – Contact EHS or Risk Management
- Information available on [EHS](#) and [Risk Management](#) Websites
- [Website Address for PS 90](#)
- [Website Address for PS 67](#)