

BETA HEALTHCARE GROUP

# Employee Safety and Wellness Initiative



Opt-In Agreement

**BETA\*WC**

## Employee Safety and Wellness Initiative

BETA Healthcare Group (BETA) Employee Safety is focused on minimizing injuries, controlling cost and protecting personnel within the healthcare environment. As your partner in employee safety, BETA provides its members the opportunity to participate in an incentive-based program designed to embed best practices in your healthcare environment. The Employee Safety and Wellness Initiative provides a structured and supportive approach to reduce injury in all healthcare settings. BETA Workers' Compensation members are eligible to participate in annual improvement work designed to enhance worker safety and health. Once all criterion are met and verified through an annual validation survey, members receive credits applicable to the following year contribution.

### Value of Participation:

BETA's Employee Safety and Wellness Initiative focuses on four key loss prevention areas, or domains: Ergonomics, Slips, Trips and Falls, Safe Patient Handling and Mobility and Workplace Violence Prevention. You will find best practice strategies outlined in the attached Guideline which serves as the basis of our incentive program. Keeping our workforce safe is not only the right thing to do, but there is a significant return on investment which can impact your Ex-Mod factor. For example:

Slips, trips, and falls (STF) are the second leading cause of injury for healthcare workers comprising 27% of the frequency (Bureau of Labor Statistics 2016). Environmental hazards as well as human factors can cause a STF. These same hazards can also lead to patient and visitor injury. The outcome can be severe in both physical harm to the individual and financial loss for the member organization. For the combined BETA pool of members, STF is currently (10/2018) the second leading loss leader for injury severity.

California's Ergonomics Standard (CCR Title 8, Section 5110 – Repetitive Motion Injuries) requires employers to perform worksite evaluations of each job, process, or operation if there are one or more injuries from the same repetitive motion job task. Computer work has become commonplace in healthcare since the introduction of electronic medical records. Repetitive keyboarding can be a risk factor for upper extremity injuries. Having a good plan in place for handling worksite assessments, policies, procedures, and staff education can help mitigate the harm to employees and cost to employers. BETA's Ergonomics Toolkit can assist you in developing your own internal program.

The regulations from OSHA and Cal/OSHA §5120 Health Care Worker Back and Musculoskeletal Injury Prevention and Hospital Patient and Health Care Worker Injury Protection Act under California's Labor Code 6403.5 is the law that requires all general acute hospitals to establish a plan to protect healthcare workers while also protecting patients. Direct patient care requires the handling, lifting and mobilization of patients daily, increasing the risk musculoskeletal injuries. In 2016, according to statistics from the Bureau of Labor and Statistics, 32.9 per 10,000 full-time workers reported injuries related to overexertion and bodily reaction. The number of sprains, strains and tears reported are 36.3 per 10,000 workers. Safe patient handling programs can reduce injuries related to musculoskeletal disorders (MSDs). Providing a program to reduce injuries not only helps employees, but also will improve patient care and the bottom line.

Today more than 5 million U.S. hospital workers from many occupations perform a wide variety of duties and are exposed to many safety and health hazards, including violence. This violence can range from offensive or threatening language to homicide. According to estimates of the Bureau of Labor Statistics (BLS), healthcare workers sustain workplace violence (WV) injuries at a rate of 8.3 assaults

per 10,000 workers, a rate over four times higher than full-time employees in the private sector. Psychiatric hospitals had WV injury rates 64 times higher than private industry, while nursing and residential care facilities had rates 11 times higher than private industry. Seventy-nine percent of the violent injuries were caused by interactions with patients. Although most events are non-fatal, there were 14 fatal events due to homicide in the sector. Healthcare workers (HCWs) who provide direct care have a high risk for WV due to the populations they serve, including those who may have altered mental status related to the influence of drugs and alcohol, psychiatric disorders, pain, multiple psychosocial stressors or grief.

## Incentive Structure

Members are required to opt-in and meet specific requirements to be considered eligible for incentive credits. Members may receive credit for up to two domains per contract year. Once a member qualifies for incentive credits in a domain, no future credits will be awarded. Renewal credits will be based on meeting specified criteria within each domain and include the following:

Domain	Incentive/Renewal Credit
Ergonomics Program	2%
Safe Patient Handling Program	2%
Slip, Trip and Fall Prevention Program	2%
Workplace Violence Prevention Program	2%
<b>Total potential renewal credits</b>	<b>8%</b>

## Get Started:

Please review the Employee Safety and Wellness Initiative Guidelines carefully. Each domain toolkit contains tools and resources that represent best practice models.

## Validation Process

- BETA will complete on-site validation assessments measuring the extent to which the member/insured has successfully achieved individual domain criteria
- Validation assessments will be completed and findings provided to member at least one month prior to contract/policy renewal
- The results of the validation assessment will determine the incentive/renewal credit the member receives

We value our members and appreciate your continued interest in BETA's Employee Safety and Wellness Initiative. By executing the document below, you have expressed interest in participating in our Employee Safety and Wellness Initiative in the 2018 contract year.

## Opt-In Agreement

(Facility/Organization name)

would like to take advantage of the opportunity to opt-in to participate in BETA Healthcare Group's Employee Safety and Wellness Initiative.

The following executive and key leaders, by signing below, indicate their commitment to full participation in and support of implementation of the Employee Safety and Wellness Initiative.

The following information must be provided to BETA Healthcare Group at the time of opting in.

You may select a maximum of two (2) domains for the 2018 contract year:

- Ergonomics Program \_\_\_\_\_
- Safe Patient Handling Program \_\_\_\_\_
- Slip, Trip and Fall Prevention Program \_\_\_\_\_
- Workplace Violence Prevention Program \_\_\_\_\_

Title	Name	Phone Number	Email address
Chief Executive Officer			
Chief Operating Officer			
Chief Nurse Executive			
Chief Financial Officer			
Employee Safety Contact			
Employee/Occupational Health Contact			
Human Resource Contact			

Your signature below indicates your organization's interest to opt-in to BETA Healthcare Group's Employee Safety and Wellness Initiative.

**Name (printed)** \_\_\_\_\_ **Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

This form must be submitted by November 30, 2018 to Malinda Sigl, Executive Administrative Assistant at [malinda.sigl@betahg.com](mailto:malinda.sigl@betahg.com) or via fax at 925-838-6088.

If you have additional questions about the initiative, the Guideline or the process, please do not hesitate to reach out to your Manager, Employee Safety at BETA Healthcare Group. Our staff will assist you in designing a plan for success.