

The Why? What? and How? of



VLCT's Workers' Compensation-based programs designed to help municipal employees have fewer and less severe injuries.

Today's Speakers



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Senior Loss Control
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Manager, Underwriting and
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Today's Topics

- WHY** ... did we create PACIF WorkStrong?
... should employers support WorkStrong?
... should employees participate?
- WHAT** ... are the key problems to be solved?
... can be done to solve these problems?
... resources are available to support change?
- HOW** ... PACIF WorkStrong programs operate
... employees are responding to WorkStrong
... employers can best implement change



WHY did PACIF Create WorkStrong?

To help Vermont's municipal employees
need to file fewer and less costly
Workers' Compensation claims.



WHY did PACIF Create WorkStrong?

With every injury claim, **3** things happen:

- A human being is hurt
- Work is interrupted
- A cost is incurred

Extended lost work time affects

- the injured employee
- co-workers who fill in
- the employer's bottom line



WHY did PACIF Create WorkStrong?

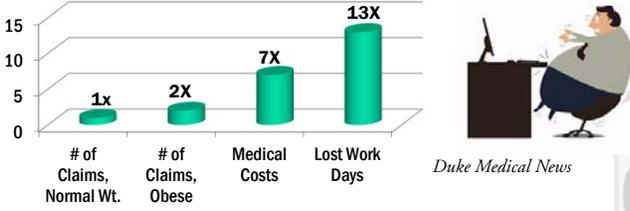
Most Americans today eat too many bad quality foods and exercise too little.

Being **overweight, inflexible, and weak**

- makes bodies **more prone to being injured,**
- makes **injuries more serious,** and
- makes injuries **take longer to heal.**



Severely Overweight Employees Incur Higher Workers' Comp Costs



Category	Multiplier
# of Claims, Normal Wt.	1x
# of Claims, Obese	2X
Medical Costs	7X
Lost Work Days	13X

Duke Medical News

OBESITY CAN INCREASE THE NUMBER OF CLAIMS FILED, DUE TO ...

- Back strain from lifting when a belly keeps the load far away from the lifter's spine
- Impaired physical balance, leading to slips and falls
- Impaired range of motion and flexibility, encouraging awkward movements that can lead to accidents
- Sleep apnea, leading to daytime drowsiness and poor awareness of risks



WHY should employers support WorkStrong?

Ideal results will be ...

- **Employees** do not get hurt and do not risk losing income & physical integrity
- **Employers** do not lose workers' time, and do not risk increasing their workers' comp claims experience
- **Taxpayers'** dollars go further



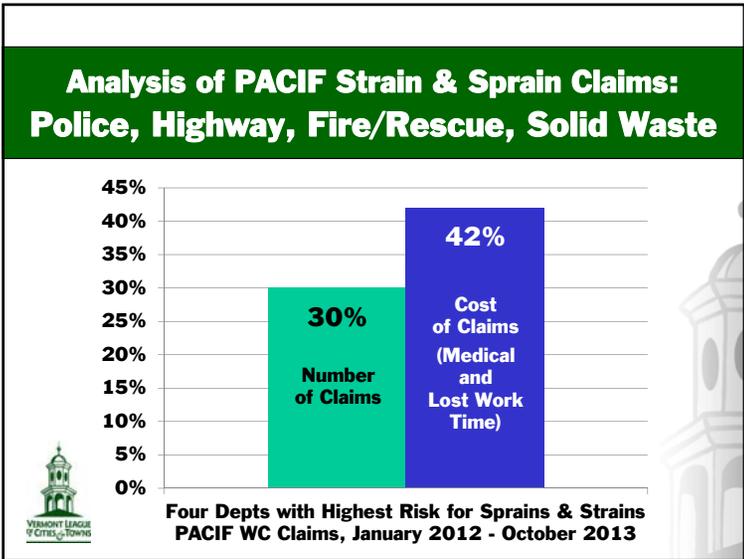
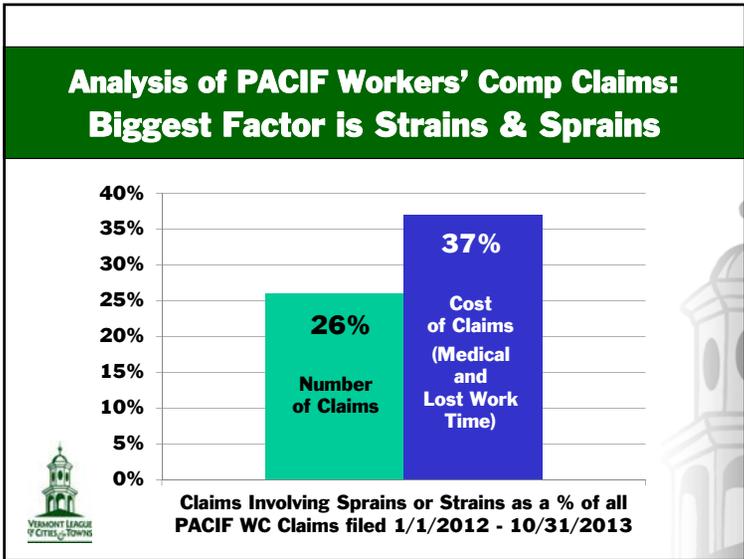
WHY should employees participate in WorkStrong?

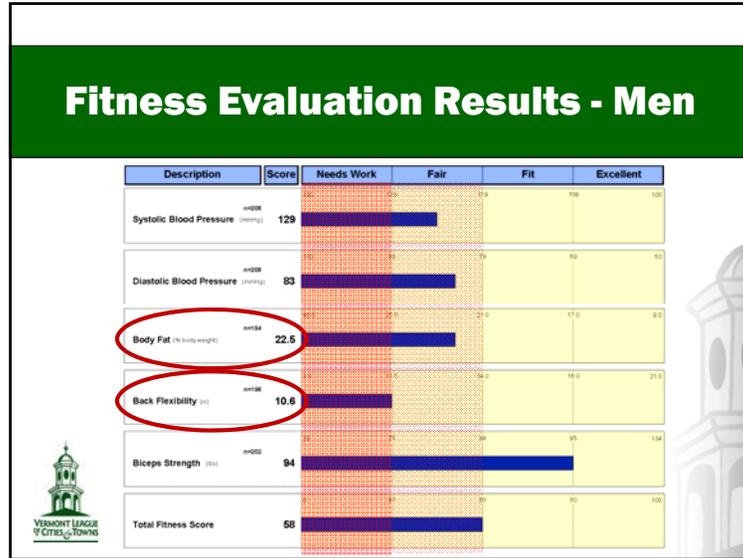
- Free education and encouragement in simple life-enhancing activities and practices
- Might start to feel fewer aches and pains within just a few days
- Very possibly have more energy more often
- Could become more able to keep up with their children or grandchildren



WHAT

- What are the key **problems** to be solved?
- What are some **solutions** to these problems?
- What **resources** are available to support change?
- What can employers do to **get employees involved** in improving their health and safety?



Solutions for Risk of Strains & Sprains 1: Don't Hurt Your Body

Back and shoulder injuries are the most painful and costly

- Warm up and stretch gently first.
- Learn and use ideal lifting techniques.
- If you can't lift the weight safely alone, use mechanical aides or get someone to help.

Lifting the wrong way can cause a world of pain.




Solutions for Risk of Strains & Sprains 2: Get Up and Get More Flexible

- Do warm-ups and gentle stretching several times every day, both at work and at home.
- Make each workstation ergonomically correct for its user.



- Take yoga with a certified teacher. (It feels GREAT!)

Bonus: These all fight minor aches, too.




Solutions for Risk of Strains & Sprains 3: Move More and Get More Fit

- Put more physical activity into daily life.
- Lose weight sensibly and gradually.
- Start exercising a little bit every day. As you start to feel more able, increase your exercise and improve more of your food choices.
- Follow sensible eating and exercise practices. Check with your doctor for healthy guidelines.
- Keep stretching! Exercise builds muscles but it doesn't create flexibility.



Non-VLCT Resources

- Health insurers' wellness websites
- Wellsteps
- WELCOA = Wellness Council of America
- Health Enhancement Systems
- Healthy Culture
- Eating Well magazine
- NIOSH, for Total Worker Health info
- HealthVermont.gov
- The Chapman Institute Blog
- Just Stand



TWH TOTAL WORKER HEALTH™
INTEGRATING HEALTH PROTECTION AND HEALTH PROMOTION

What is Total Worker Health™?

Total Worker Health™ is a strategy integrating occupational safety and health protection with health promotion to *prevent* worker injury and illness and to *advance* health and well-being.




HOW

- How **PACIF WorkStrong** programs operate
 - Pre-Shift Warm-ups and Stretching
 - One-to-One Consultations
- How **employees are responding** to WorkStrong
- How **employers who are committed** to fostering employee health and safety can proceed!



Workplace Warm-Up & Stretching: Train-the-Trainer



Heidi visits and trains employees in how to lead daily stretching sessions. She provides all the necessary training materials (shown on the floor at left and on the table below).

Everyone who is trained practices leading the other trainees in at least one of the stretches.



Pre-Shift Warm-Ups in Action

We provide:

- Printed class materials
- Participation forms
- PowerPoint presentation for on a computer or with a projector
- YouTube how-to-video with Heidi
- A DVD with six stretch routines!



Coming soon: a PDF to print pocket-size flipbooks for employees to use at home!

One-to-One Consultations

Want some practical ideas for feeling better in your body?



One-to-One Consultations

Schedule a 30-minute appointment *at work* for whatever combination of these services you choose:

1. **Fitness Evaluation** – with blood pressure, height, weight, % body fat, 3-min. cardiovascular step test, biceps strength, and flexibility options
2. **Fitness Consultation** – receive a customized workout plan
3. **Nutrition Consultation** – receive a customized dietary plan for health and/or weight loss
4. **Ergonomics Evaluation** – for optimal workstation set-up
5. **REST** – Relax, energize, and stress-relieving postures with guided meditation
6. **Reduce Minor Aches and Pains** – through gentle stretching

One Testimonial

“There was no way I was going to do this, then I signed up just a few days before it.



... Heidi ... never made me feel bad or self conscious.

... I would recommend this to everyone. I'm glad I took the time to do it!”

