“Don't Just Look for Your Lost Keys Under the Street Light”: Engaging Workplaces to Improve Health and Safety

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Activity

Complete Workplace Assessment on Page 40.
Workplaces as an Opportunity

Overview

• Why workplaces are an opportunity
• Definitions of a Healthy Workplace
• Evidence base for workplace-based interventions
• Future opportunities
Fundamental Attribution Error

When interpreting *other* people’s behaviors, we tend to OVER-ESTIMATE the role of their character or traits and UNDER-ESTIMATE the role of their situations.

https://en.wikipedia.org/wiki/Fundamental_attribution_error
U.S. Population Summary

- School Age (5 to 17)
- Adults out of workforce
- Employed
- Under 5

## Schools vs. Workplaces

<table>
<thead>
<tr>
<th>Schools</th>
<th>Workplaces</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Children learn better</td>
<td>• Adults can learn</td>
</tr>
<tr>
<td>• Extended interaction</td>
<td>• Extended interaction</td>
</tr>
<tr>
<td>• Health impacts academic performance</td>
<td>• Health impacts business performance</td>
</tr>
<tr>
<td>• Schools have an obligation to teach the “whole” person</td>
<td>• Workplaces have an obligation to serve the “whole” community</td>
</tr>
<tr>
<td>• Students will take improved health skills home</td>
<td>• Adults will take improved health skills home</td>
</tr>
</tbody>
</table>
## Workplace Costs

<table>
<thead>
<tr>
<th>Issue</th>
<th>Annual Cost to Workplaces</th>
<th>Annual Cost per Worker&lt;sup&gt;1&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Motor Vehicle Incidents</td>
<td>$60 billion&lt;sup&gt;2&lt;/sup&gt;</td>
<td>$473</td>
</tr>
<tr>
<td>Substance Use Disorders</td>
<td>$81 billion&lt;sup&gt;3&lt;/sup&gt;</td>
<td>$639</td>
</tr>
<tr>
<td>Workplace Violence</td>
<td>$120 billion&lt;sup&gt;4&lt;/sup&gt;</td>
<td>$947</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>$261 billion</strong></td>
<td><strong>$2,059</strong></td>
</tr>
</tbody>
</table>

1. Based on population of 126,752,238 in workforce (US Census 2017).
2. Occupational Safety and Health Administration, “Guidelines for Employers to Reduce Motor Vehicle Crashes.”
MSU has about 3,300 employees

MVI, SUD, violence cost about

$6.7M per year
Workplaces

- Culture
- Communication
- Safety Citizenship
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A healthy workplace is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and well-being of workers and the sustainability of the workplace by considering the following, based on identified needs:

- health and safety concerns in the physical work environment;
- health, safety and well-being concerns in the psychosocial work environment including organization of work and workplace culture;
- personal health resources in the workplace; and
- ways of participating in the community to improve the health of workers, their families and other members of the community.

A Healthy Workplace (Canada)

Healthy Employees + Healthy Organizations = Healthy Workplaces

- Protecting physical work environments
- Accessing personal health resources
- Supporting psychosocial work environments
- Involving communities

Leadership Engagement, Worker Involvement

Ethics Values

Canadian Centre for Occupational Health and Safety

Montana State University, Western Transportation Institute

Center for Health & Safety Culture
U.S. and European Union

Still use a “risk-management” model as opposed to a “health model”

– Identification and reduction of risk
– Often reactive (respond to incidents)
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Rate of fatal work injuries per 100,000 full-time equivalent workers by employee status, 2006–16

Fatal occupational injuries by major event, 2016

- Transportation incidents: 2,083
  - Roadway incidents: 1,252
  - Other transportation incidents: 831
- Violence and other injuries by persons or animals: 866
  - Homicides: 500
  - Other violence: 366
- Falls, slips, trips: 849
  - Falls to lower level: 697
  - Other falls: 152
- Contact with objects and equipment: 761
- Exposure to harmful substances or environments: 518
- Fires and explosions: 88

Total = 5,190

Our Mission is Safety

The National Safety Council eliminates preventable deaths at work, in homes and communities, and on the road through leadership, research, education and advocacy.
Ontario Workplaces (14 sites, 3 orgs, n=325)

Risky Workplace Driving Behaviors
1. not wearing a seatbelt
2. reading or sending text messages while driving
3. using a cell phone while driving (with or without hands-free technology)
4. driving while fatigued, excessively tired or sick
5. driving aggressively (follow other vehicles closely, change lanes excessively, cut off other drivers, speeding)
6. driving after drinking alcohol


Ontario Workplaces (14 sites, 3 orgs, n=325)

Does your workplace have a policy about...

<table>
<thead>
<tr>
<th>Behavior</th>
<th>No</th>
<th>Yes</th>
<th>I don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not wearing a seatbelt</td>
<td>1%</td>
<td>88%</td>
<td>11%</td>
</tr>
<tr>
<td>Not texting</td>
<td>1%</td>
<td>89%</td>
<td>10%</td>
</tr>
<tr>
<td>Not using a cell phone</td>
<td>1%</td>
<td>89%</td>
<td>10%</td>
</tr>
<tr>
<td>Not driving when fatigued</td>
<td>6%</td>
<td>62%</td>
<td>32%</td>
</tr>
<tr>
<td>Not driving aggressively / speeding</td>
<td>2%</td>
<td>85%</td>
<td>13%</td>
</tr>
<tr>
<td>Not driving after drinking</td>
<td>1%</td>
<td>90%</td>
<td>9%</td>
</tr>
</tbody>
</table>
Prevalence of Workplace Rules about Distracted Driving in Idaho

Center for Health and Safety Culture (2016). *Idaho Community Survey on Distracted Driving, n=776 (internet and mailed).*
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Explore

How Positive Culture Improves Health and Safety
Dialogue

• What has had real meaning for you from this session?
• From your perspective, what are potential next steps regarding workplaces?