



FutureComp®



Reducing “Slips, Trips & Falls”

Objectives

- Over the past five years, the NEEIA employer base has incurred over \$30 million in workers' compensation injury claims
- Over 43% of NEEIA claim costs are the result of Slips & Falls



Objectives

- Understand
- Causes
- Strategy



Implications

Claims Cost

- Direct
 - Medical
 - Indemnity costs
 - Expenses

From 2016-2019, members of NEEIA have experienced over **\$12 Million** in “*Direct*” workers’ comp claims involving “slips & falls.”



Implications

Claims Cost

- Direct
- Hidden/Indirect



Implications

Claims Cost

- Direct
- Hidden/Indirect
 - Administrative costs
 - Preparing and submitting reports and documents



Implications

Claims Cost

- Direct
- Hidden/Indirect
 - Administrative costs
 - Interacting with insurers



Implications

Claims Cost

- Direct
- Hidden/Indirect
 - Administrative costs
 - Investigating the accident
 - Avoid repeat accident
 - Subrogate
 - Determine compensability
 - Retrain employees.



Implications

Claims Cost

- Direct
- Hidden/Indirect
 - Operational costs
 - Work stoppage associated with the accident/injury



Implications

Claims Cost

- Direct
- Hidden/Indirect
 - Operational costs
 - Any lost wages not covered by workers' comp



Implications

Claims Cost

- Direct
- Hidden/Indirect
 - Operational costs
 - Overtime costs



Implications

Claims Cost

- Direct
- Hidden/Indirect
 - Operational costs
 - The cost of hiring and training a replacement for the injured employee



Implications

Claims Cost

- Direct
- Hidden/Indirect
 - Operational costs
 - Lost productivity, including lower productivity associated with new hires and the injured employee if they require accommodation when they return to work.



Implications

Fines

Lawsuits



Implications

Fines

OSHA fines

- Serious - \$13,494 per violation
- Failure to abate - \$13,494 per day beyond the abatement date
- Willful or Repeated - \$134,937 per violation



Implications

Lawsuits

Legal proceedings are costly both to the organization's bottom line and the organization's morale



Implications

Personal Injury

- Lost wages
- Diminished quality of life
 - Productivity
 - Recreation
 - Retirement
 - Depression



Types of Slips and Falls Injuries

- Falls From Elevation
- Falls from the Same level
- Falls from Snow and Ice
- From Property



Falls From Elevation

Slips & Falls From Elevation account for 29% of falls

Examples:

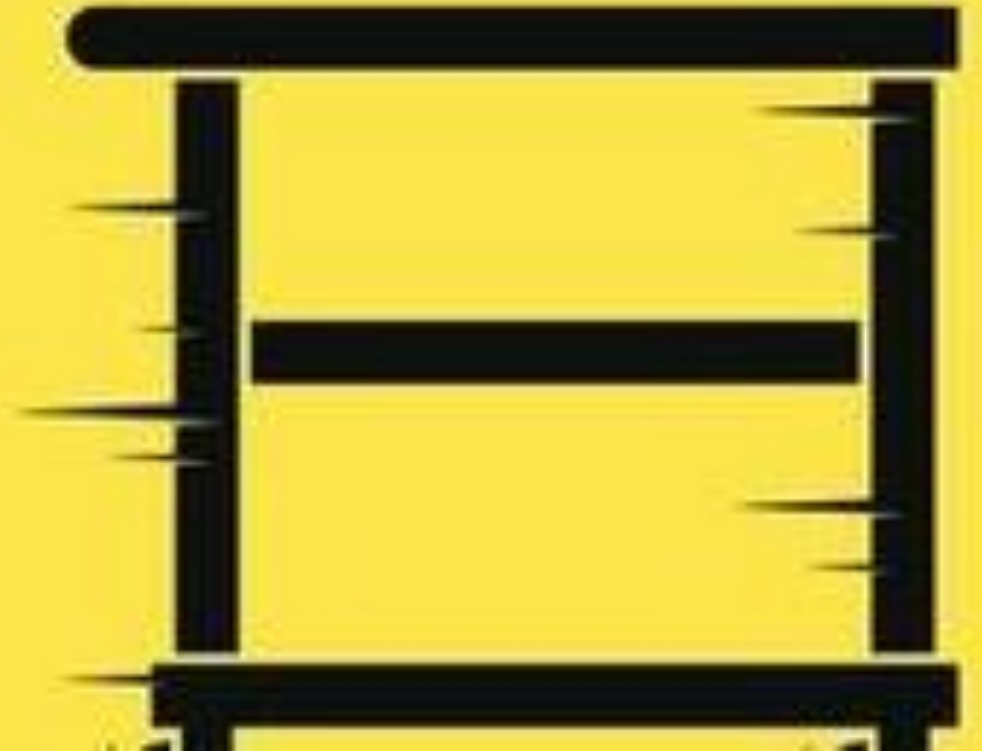
- Ladders
- Chairs and Tables
- Stairs
- Roofs
- Loading docks



Slips & Falls From Same Level

Slips & Falls From Same Level

71% of all claims





Damaged And/Or Hazardous Property

- 44% of “slips and falls” from same level fall into this category
- Snow and ice-covered walkways
- Water at entries during storm events
- Icy outdoor ramps
- Refreezing of roof drainage
- Student spills

Strategy





Strategy

Physical Property

- Housekeeping 10% of slips and fall from same level fall into this category
 - Spills
 - Food Services
 - Clutter
- Training
- Documented Inspections
- Accountability



Strategy

Physical Property

- Hazardous Environment/Structure
 - Grounds
 - Steep slopes
 - Leaves and pinecones
 - Wet grass
 - Stairs
 - Poorly constructed (1/4" max variation)
 - Difficult to see treads (Particularly the last)
 - Transitional areas
 - Sidewalks
 - Uneven – Expansion Joints – Pavers
 - Cracked or Broken up
 - Poorly lit



Strategy

Physical Property (Continued)

- Hazardous Environment/Structure
 - Parking lots
 - Cracked or Broken up
 - Poorly lit
 - Snow & Ice Removal



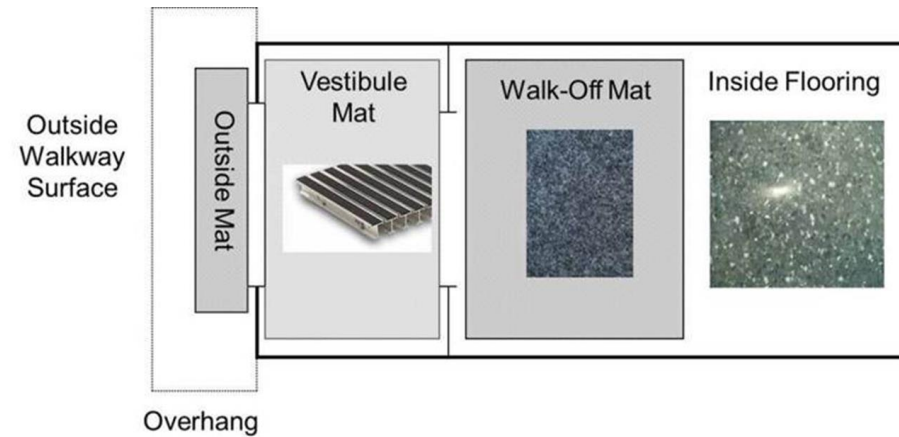
Reengineering Strategy



**Creating Walking
Paths**



Matting Strategy



80% of soil entering a building can be trapped within the first 15' on a carpeted surface

Individual Employees

- Seasonal/Footwear



- No universal standard on what is slip-resistant
 - Look for “Slip Resistant” on the shoe itself or on the box/descriptive literature
 - “Oil-Resistant”, “Non-Marking”, “Skid-Resistant” are not the same!
- Tread material
 - Softer rubber outsole conforms to floor surface
- Tread design
 - Large contact area (no large gaps between contact surfaces)
 - Lots of crisscrossing grooves
- Overshoes are available



Summary

- Implications
 - Direct & indirect Costs
- Types of Slip/Trip/Falls
 - Same Level
 - Falls from heights
 - Damaged and/or Hazardous Property
- Strategies
 - Address Hazardous Environment:
 - Address the hazards associated with the organization's ***physical property***
 - Avoid hazardous Acts:
 - Train employees to avoid injuries