



Hospital injury prevention program quickly reduces incident rates and workers' comp costs

Situation

A leading US medical center was experiencing employee injury rates well above the national average. With expansion plans that would double its size over the next 3-5 years – the center was adding another hospital and several clinics – the organization needed to significantly reduce their injury rates in a short timeframe.

Solution

BSI responded by conducting a gap assessment of their overall injury prevention program to identify and prioritize opportunities for improvement. Particular focus was placed on patient and manual material handling injuries, sharps injuries, and blood/body fluid splashes in the EVS, Engineering, Perioperative Services, ICU, and Labor and Delivery Departments.

We worked with their team to develop a five-year strategic plan for achieving best-in-class EHS and injury prevention programs. BSI undertook projects to reduce or eliminate key hazards in five identified high risk departments and implemented nearly 30 tactics (e.g. incident review panel, sharps reduction in OR, ergo improvement in the laundry, etc.). To help maintain these improvements over time, we worked to embed a worker safety culture into their existing quality management system.

This work produced significant injury reduction within the first six months, and continued reductions for year one and beyond.

Improved Outcomes

- Realized \$4.5 million in workers' comp savings from a \$2.07 million investment in Year 1.
- Achieved a 46% decrease in average cost per claim in the first six months.
- Achieved an 86% reduction in lost work days from Q1 2015 to Q1 2016.

Total Case Incident Rates	2014 TCIR	2015 TCIR	2016 TCIR	% change 14 to 16
Large Hospital A	6.78	5.54	4.59	32.3%
Large Hospital B	9.25	8.3	7.81	15.5%

