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**Employee Safety Fact Sheet**

**Union Hospital, Inc.**

**February 5, 2013**

Organizational efforts were focused on the cultivation of a culture of involvement and participation to enhance employee safety. The approach focused on three primary areas which are the environment, the person and the behavior. Our primary goal was to focus on employee safety which ultimately provided cost savings for the organization.

**Some of the primary initiatives completed include:**

* Continual education to leadership and staff about safety and best practices.
* Initial and ongoing analysis of equipment, tools and the environment with a focus on safety. This included the provision of resources as appropriate such as patient lifting devices to prevent employee injuries.
* Evaluation of behaviors to focus on lifting correctly, cleaning up spills, and reporting any safety hazards for repair.
* Empower employees to develop solutions to safety concerns.
* Monthly meeting with employees who report an injury or a near miss to prevent this from occurring to another individual.
* Be fair, equitable and consistent with ensuring that employees adhere to safe practices.

**Below are the outcomes that have been demonstrated from this approach:**

* Workforce lifting injuries were decreased by 43%;
* Workforce falls were decreased by 38%;
* Lost work time was decreased by 84%; and
* Work comp costs were decreased by 42%.