



THE  
RHYTHM OF  
**RISK**

**Emerging Health, Wellness & Safety**

# The panel

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# Workers' compensation - where we were

- 2004:
  - New losses =8,053
  - Rate = \$1.65/100
- Prevention is key
- BSAS FY06

## New Losses

2004	8,053
2005	7,097
2006	5,840
2007	5,669
2008	5,615
2009	5,233
2010	5,057
2011	5,350
2012	5,297
2013	5,160

# Workers' compensation – where we were

- Long Term Employees = Multiple WC Injuries
  - (record = 54)
- How can we reduce re-injury?
- What is the next level of prevention?

## The UC San Francisco Experience

- Post-rehabilitation fitness program
- Overseen by campus trained fitness staff
- 73 employees were enrolled in the program
- 4 year later only 1 employee had filed a subsequent WC claim

## Theorem

*Improving the health and fitness of your employees prevents future WC claims*

# University of California WorkStrong

1

Recognizing the value of a systematic, customizable approach to overall health, the University introduced the UC WorkStrong program

2

WorkStrong is an occupational wellness initiative designed to promote recovery and prevent future workplace injuries. The program was developed with the expertise and collaborative support of UC staff in wellness programs, occupational health and recreational sports



## Eligibility

- Original:
  - Two injuries within a 24 month period
  - Occupational Health Physicians
- Current:
  - All injuries for employees with co-morbidities who can benefit from the program
  - Community Specialists

## Program Components

- Fitness and Post Rehabilitation training with certified trainers and professionals designed to promote recovery from injury or promote better fitness, as well as coaching on injury prevention strategies, exercises, and fitness improvement
- Nutrition and weight management training and consultation with a registered dietician to assess current diet and eating habits and offer suggestions and strategies for a healthy, balanced diet
- Life balance and stress reduction strategies, modalities and activities to increase awareness about stress levels and managing stress
- Workplace safety assessment and consultation to ensure a comfortable and safe work environment
- Ergonomic assessments to ensure proper workplace setup
- Behavior modification strategies and tools to integrate what you learn into your daily life





## Program Benefits

- Provides employees the extra care they may need for full recovery from a workplace injury
- Enables a quicker recovery from an injury or illness because the employee has access to a broader range of resources
- Explores improved lifestyle choices that may contribute to the employee's better overall health
- Ensures the employee is being proactive about his or her overall health
- Helps prevent injuries from happening again and protects our employees
- Mitigates Workers' Compensation costs, which helps the University lower the impact of risk and save vital funding for education, research, public service and patient care



## Case Study

- Mr. “Smith” was a 50 year old maintenance worker
- He was injured while installing replacement tile in an apartment on campus
- He sustained a low back injury and was sent to an orthopedic surgeon
- The surgeon was well informed of WorkStrong
- He referred the injured worker for a consultation

## Case Study

- The wellness coach explained that his BMI put him in the OBESE category
- He was provided an exercise trainer and nutritional counseling
- He was on blood pressure and diabetes medication



## Case Study

- Walked the one mile to work each day
- Changed his eating habits
  - Took grief from co-workers
- Worked out with a trainer once per week and every day on his own
- His family got engaged

## Case Study Results

- Significant weight loss
- Positive influence on co-workers
- Strengthened Core and overall body physique
- Avoided surgery
- Off diabetes and blood pressure medication
- No further workers' compensation claims
- Feels more equipped to handle the physical demands of his job

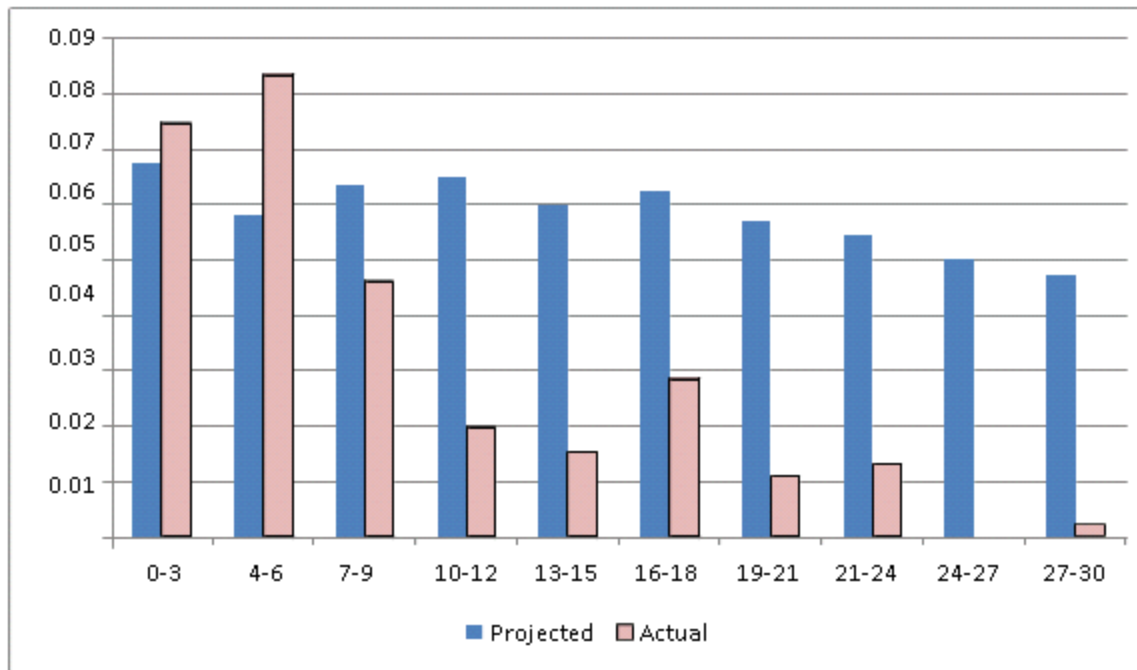
## System-wide Results

This system wide program has shown that health improvement can reduce the occurrence of on-the-job injuries

- Enrolled in WS: 631
- Graduates: 456\*

## Actual versus Projected Reporting Pattern of Subsequent Claims by Months

(# of Subsequent Claims per WorkStrong Referral Claim)



# University of California WorkStrong

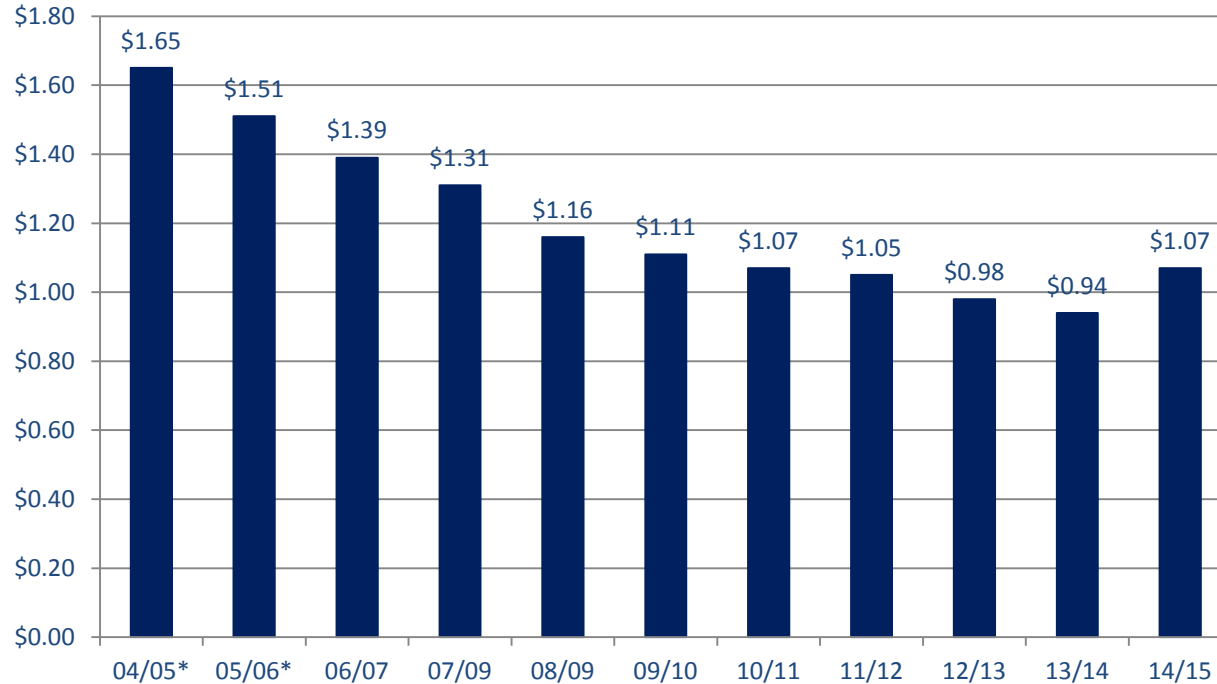
Months After Referral Claim	Actual	Expected	Percent Above (Below) Expected
0-3 Months	410,444	387,432	6%
3-6 Months	323,206	333,936	(3%)
6-9 Months	147,242	359,514	(59%)
9-12 Months	31,022	346,351	(91%)
12-15 Months	148,542	297,904	(50%)
15-18 Months	63,209	270,325	(77%)
18-21 Months	10,458	217,058	(95%)
21-24 Months	17,684	162,186	(89%)
24-27 Months	0	112,945	(100%)
27-30 Months	2,196	76,199	(97%)
30-33 Months	0	51,052	(100%)
33-36 Months	0	33,932	(100%)
Total all Months	1,154,004	2,648,833	(56%)

Actual versus Expected Incurred Loss of Subsequent Claims by Months





## Systemwide WC Accrual Rate

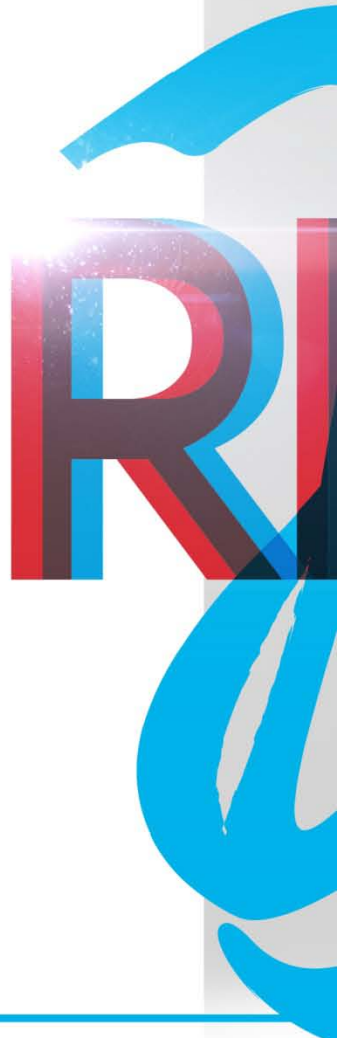


\*Does not include BSAS

## WorkStrong Testimonials

“My dietician saved my life. I am a more positive, healthier and happier person.”

“Before I was ignoring my health, and just not dealing with my diabetes because I had financial and family issues and that were consuming me. I realized I am the only one who can do this for me. I have to do it. Thank goodness for all the help I had gotten from Workstrong.”



## WorkStrong Testimonials

“Today I saw her at the close of her program and what a difference. The pain has nearly resolved, and there is a new lightness about her. I saw the happy face of a person with hope, and a plan for her future. She has joined the campus gym on her own and has also hired her WorkStrong Trainer out of her own pocket to meet with her 1x per month so she can continue to improve. Today, she reports feeling 80% less pain than before, and is committed to her full and complete recovery. Before she left today, she asked me to please make sure that this program continues to be available to people like her who really need the help (that’s the Nurse in her). She told me that she “feels very fortunate, and so grateful to the University for seeing me as a valued employee, and giving me this opportunity.”

“I feel like I count now. Thank you for saving my life. Workstrong has changed my life so dramatically. It’s amazing. I am even taking initiative and asking to learn new things at work now, which I never would have done before.”



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**Questions?**

**PARMA 2015**



**Thank you.**

**PARMA 2015**