



State of Nevada

Department of Administration

Risk-y Business

Risk Management Division

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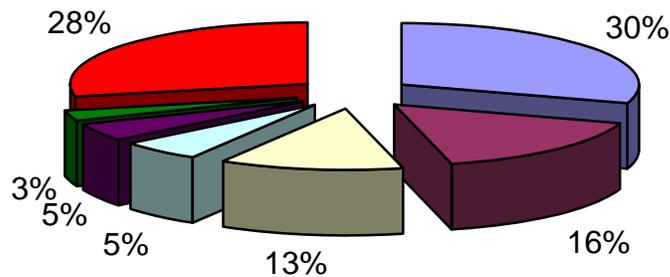
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Worker's Compensation Statistics in FY 2005

2005 brought an increase of just over 6% in the number of workplace injuries and illnesses compared to 2004. However, the total incurred costs of workers' compensation claims is down by 33% in the same period. While these claims are still "green" we do not expect them to exceed the 2004 figures. The cost per claim was down by nearly 38% (\$5,191). The State still holds its 7% lost time claim rate which is well below the 20% national average. This represents approximately a \$500,000 savings each year in disability payments.

Overall, Department of Corrections leads the rest of the State with 332 claims or 24% of the total claims. The Department of Health and Human Services followed closely with 257 claims and 18%. The Departments of Conservation & Natural Resources, Public Safety and Transportation followed in that order. In regards to total incurred costs to the State the Department of Health and Human Services led with Corrections following closely. DPS, NDOT & DCNR were next in costs.

OVERALL STATE OF NEVADA WORKERS' COMP COSTS
2001 - 2005



- | | | | |
|--------|---------------|------------|-----------|
| Strain | Heart Disease | Fracture | Contusion |
| Sprain | BBP Exposure | All Others | |

WOMEN BE AWARE AND BE SAFE.

A group of rapists and date rapists in prison were interviewed on what they look for in a potential victim and here are some interesting facts:

- 1) The first thing men look for in a potential victim is hairstyle. They are most likely to go after a woman with hairstyle that can easily be grabbed.
- 2) The second thing men look for is clothing. They will look for a woman who's clothing is easy to remove quickly.
- 3) They also look for women on their cell phone, searching through their purse or doing other activities while walking because they are off guard.
- 4) Men are most likely to attack & rape in the early morning, between 5: 00a.m. and 8:30a.m.
- 5) The number one place women are attacked is grocery store parking lots. Number two is parking lots/garages. Number three is public restrooms.
- 6) These men are looking to grab a woman and quickly move her to another location where they don't have to worry about getting caught
- 7) Only 2% said they carried weapons because rape carries a 3-5 year sentence but rape with a weapon is 15-20 years
- 8) If you put up any kind of a fight at all, they get discouraged because it only takes a minute or two for them to realize that going after you isn't worth it.
- 9) These men said they would not pick on women who have umbrellas, or other similar objects that can be used from a distance, in their hands.
- 10) If someone is coming toward you, hold out your hands in front of you and yell STOP or STAY BACK! Most of the rapists this man talked to said they'd leave a woman alone if she yelled or showed that she would not be afraid to fight back. Again, they are looking for an EASY target.
- 11) If you carry pepper spray yell I HAVE PEPPER SPRAY and holding it out will be a deterrent.
- 12) If someone grabs you, you can't beat him or her with strength but you can by outsmarting him or her. If you are grabbed around the waist from behind, pinch the attacker either under the arm (between the elbow and armpit) OR in the upper inner thigh VERY VERY HARD.
- 13) After the initial hit, always GO for the GROIN
- 14) When the guy puts his hands up to you, grab his first two fingers and bend them back as far as possible with as much pressure pushing down on them.
- 15) Always be aware of your surroundings, take someone with you if you can and if you see any odd behavior, don't dismiss it, and go with your instincts!!!

!!! WAY TO GO !!!

Thanks to the on-going campaign to prevent slips and falls this winter, we were very, very successful. Results are in from the winter of 2004-2005 and this winter from the period of December to March. Claims were down from 74 to 25 and claim costs were down approximately 75%. Special thanks go out to all of the Safety Committees, and especially the employees and facilities personnel who took part in the effort to prevent accidents. Winter is not quite over yet so keep those boots handy!

New Trainer For Risk Management

Risk Management is proud to introduce Cecil McLaughlin as the new trainer contracted through Willis Pooling. Cecil has a well-rounded background in Safety and Loss Control. He is currently holding Defensive Driving classes in Carson City and Las Vegas. Cecil is looking forward to offering some new classes as well as developing a relationship with State of Nevada agencies and their employees.

New First Stop Occupational Health Center Added in Southern Nevada

The following Clinic has been added to the managed care provider list as a new First Stop Clinic:

Center for Occupational Health 801 S. Rancho suite F4 Las Vegas, NV

The head physician, Dr. Klausner is a Board Certified Occupational Health physician specially trained to assist injured workers. The addition of this clinic is intended to give injured workers in Southern Nevada a choice of providers for a First Stop location and hopefully reduce the wait times, which have become an issue throughout Southern Nevada.

Remember, all costs for the first visit at either this Clinic or one of the Concentra Medical Center Clinics are covered by Sierra Nevada Administrators even if the claim is later determined not to be work related.

Budgeting for Safety and Loss Prevention Program Requirements

The State Administrative Manual Section 0500 identifies agency responsibilities related to safety, property loss prevention and workers' compensation programs. Listed below are standard requirements within these programs that require funding commitments from agency management. A review of this SAM section is warranted in evaluating budgeting needs.

Ergonomic Equipment-Each employee who works at sedentary computer based job for more than 50 % of their day is required to be provided standard ergonomic equipment. This includes:

Adjustable Chairs with adjustable arm rests	Telephone Headsets
Adjustable workstations	Electric Staplers (for tasks involving repetitive use of staplers)
Adjustable Keyboard trays	Chairs should be routinely inspected and funding available for unexpected breakage
Ergonomic keyboard and mouse	
Wrist rests and mouse pads	
Document Holders	

Ergonomic Evaluations and Consultation services are available through the Risk Management Division and should be requested when planning office moves, remodels or purchase of new office furniture.

OSHA Program Expenses:

The following OSHA required programs establish employer requirements to provide equipment and/or medical exams. If an agency's written safety program identifies a requirement for one of the following programs, funding needs should be analyzed by reviewing the specific requirements of the applicable OSHA program.

- Personal Protective Equipment
- Respiratory Protection Program
- HAZMAT Program
- Employee Emergency and Fire Prevention Plans
- Blood borne Pathogens-Hepatitis B Inoculation
- Medical and First Aid

OSHA Related Medical Exams:

- Hearing Exams
- Hazardous Material Exams
- Respirator Clearance Exams

Did you know?

Employee Drug & Alcohol Testing

In conformance with the State policy for Reasonable Suspicion Drug and Alcohol Testing, employees may be subject to post-accident drug and alcohol testing if: 1) there is more than \$2,500 worth of property involved; 2) the employee has 2 or more accidents within a 1-year period; or 3) bodily harm occurred. The employee's supervisor must complete the appropriate State Personnel Form. If the employee is injured and is seeking medical care subsequent to an accident, the supervisor can fax the form to the first stop clinic-Concentra, and request that the testing be conducted in conjunction with the medical treatment. Otherwise the procedures outlined in the State policy must be followed.

MORE GREAT TRAINING FROM RISK MANAGEMENT

Look for the following classes coming soon:

- CPR
- Defensive Driving
- Earthquake Preparedness
- Dealing with Difficult People
- Personal Safety Awareness Class
- Safety Committee Member Training
- Commercial Drivers License Awareness
- Managing the Threat of Workplace Violence
- Ergonomics for Supervisors/Purchasers of Office Equipment

Employees Driving Without A Valid Drivers License

"An employee who operates or drives a State vehicle, or a privately owned vehicle on State business, as per NRS 483.550, when he does not possess the appropriate valid driver's license may be terminated from employment on the first offense." This does not mean that if a license were left on a dresser, an employee would be terminated. However, a common problem we see is when an employee moves and does not notify the DMV of an address change. In that instance, if the DMV needs to contact an individual and they cannot due to invalid address, the DMV may suspend their license without the individual knowing about it. If the need arises to check the status of an employee's driver's license and it is not valid, and the employee is found to have driven on state business, the state employee can risk termination.

ERGONOMTIC TIP

Your chair is the most important piece of office equipment. You may spend up to 12 hours a day sitting, commuting to and from work, dining, watching TV. Etc. Getting a good chair is important. Find a chair with a cost ranging from \$300 and up. It will last longer and serve its purpose for different body types. Here are things to consider:

Make sure the chair has a warranty for at least 5 years.

Make sure that the seat pan slides back and forth and tilts forward.

Make sure that armrests and backrests adjust.

Make sure that the natural curve in your lower back is supported by the curve in the backrest.

Make sure the controls on the chair are user friendly so you are more apt to adjust them correctly.

COMING SOON!

SILVER STATE GOVERNOR'S SAFETY CONFERENCE

June 20, 21 & 22, 2006
Atlantis Hotel & Casino

Key note speakers - Vendor Booths - Workshops
Opening Comments by Governor Kenny Quinn

Great Resources and Training for State Facility personnel
and State Supervisors

Risk Management has New Employee

Risk Management hired Mary Lehrer on February 27th as the Administrative Assistant IV. Mary comes to us from the Public Employees Benefit System bringing experience in finance, benefits and the incident command system. You will have to contact her to find out how she got experience in the incident command system. We would like you to join us in welcoming Mary to the Division. Her number is 775-687-3188 and her email is mlehrer@risk.state.nv.us. WELCOME ABOARD!!

Workers' Comp Question of the Quarter:



What is this Worker's Compensation Travel Leave?



Assembly Bill 58 created a new benefit. Injured workers who have to travel more than 50 miles one way from their work to attend an appointment are entitled to receive Temporary Total Disability (TTD) if the employer is not willing to pay them their regular salary during this time. There has been some confusion as to when this benefit is available. The confusion was whether the injured worker had to be on TTD before this benefit kicked in. The answer is **NO**. Here is how we came to this conclusion-NRS § 616C.477 creates this benefit and states that the person has to qualify for TTD in accordance with NRS § 616C.475. NRS § 616C.475 states that basically anyone with an approved workers' comp claim is entitled to TTD, unless they are incarcerated. So, now we know that all State employees are entitled to this. Now, let's look at NRS § 616C.400...This is the statute that refers to when a person is entitled to TTD, which in general is missing 5 days from work in a twenty day period. If you look at sub 2.b of NRS § 616C.400 it states that the five-day period does not apply to the benefit provided in NRS § 616C.477. Therefore, as this applies to state employees-agencies that have personnel that have to travel 50 miles or more from their work address for an appointment, the Department of Personnel has created (MEMO PERD #09/06) "Workers' Compensation Travel Leave" for this purpose. Please notice though, that this benefit only applies to injuries that happened on or after January 1, 2006. Should you have any questions, please feel free to contact Jim Fry at jfry@risk.state.nv.us or 775-687-3191



Be sure and check out our award winning website at: www.risk.state.nv.us

