

SAFETY UPDATE

**Fort Sam
Houston
Directorate of
Public Safety**

Workers' Compensation Coordinator Making a Difference at FSH

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Pam Johnson, with over 25 years experience as a Health Care Provider, has been the Workers' Compensation Coordinator for AMEDD Center & School and Fort Sam Houston (AMEDDC&S & FSH) since Nov 1998. She came from Fort Lee where she served as an Occupational Nurse for nine years. Pam chairs the Post Injury Review Committee (IRC) and coordinates the Civilian Resources Conservation Program (CRCP) quarterly meetings. Pam states she could not have achieved all she has accomplished to date without the support from Safety, Occupational Health, Preventive Medicine and Brooke Army



Pam Johnson, Workers' Compensation Coordinator

Medical Center (BAMC) and of course the outstanding leadership we have had over the past three years. Pam and Rosie Cardenas, her assistant, see themselves as the liaisons between the employees and the Department of Labor (DOL). The overall intent of the CRCP program is that employees

get what they need when they need it, such as continuation of pay, medical benefits and ability to return to work as a viable employee of FSH.

Her primary objective, upon arriving to FSH was to address the out of control workers' compensation cost – a total of 3.5 million dollars which was being spent annually by AMEDDC&S & FSH, BAMC, and other tenant organizations. Pam's first major task was to break these costs to see where they were coming from. This crucial step was required in order to track the bottom line and begin providing specific information for case management (continued on next page)

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Upcoming Training:

- *Back Injury Prevention, 7 Feb 01 at 1300 hrs*
- *CDSO Annual Meeting, 8 Feb 01 at 0800 hrs*
- *Fall Protection, 14 Feb 01 at 0800 hrs*
- *Ergonomic Awareness, 22 Feb 01 at 0800*

FSH Safety Goals for 2001

Lupe Gomez has now served as the Fort Sam Houston (FSH) Installation Safety and Occupational Health Manager for the last 10 months. He comes here from Fort Sill, OK, with over 12 years of

experience in safety. Mr. Gomez believes that safety is a personal responsibility. We are all ultimately responsible for ensuring, as employees and supervisors, that we have the right...

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Lupe Gomez, Safety Manager

Classes are currently held at the Roadrunner, Building 2797. For dates and times check out our website at www.cs.amedd.army.mil/iso or call us at 221-9872.

**Mr. Guadalupe Gomez,
Safety and Occupational
Health Manager**

Workers' Compensation Coordinator ... (Continued)

with the ultimate goal of assisting in the process of accident and illness prevention. In order to accomplish this goal, Pam developed a three-sided approach to reducing CRCP costs.

First order of business was prevention of the injury or illness from ever occurring or recurring. Accident reporting and trending became an important part of this task. The IRC was formed to help address many of these issues. More recently, organizational IRC will be formed to address specific issues in

"The overall intent of the CRCP program is that employees get what they need when they need it, such as continuation of pay, medical benefits and ability to return to work as a viable employee of FSH." Pam Johnson

each organization and allow personnel to come up with their own solutions. The Safety Web page now allows personnel on Post to report accidents, incidents and near misses via the intranet for quicker, easier response time. Timely accident or near miss investigations are now a viable part of this program. Reporting near misses (almost happened but didn't happen situations) are extremely important because this gives FSH the best opportunity to prevent losses before they occur. Trending has been viable in order to determine where the IRC needed to concentrate their efforts. For example, 65% of reports from AMEDDC&S were from slips, trips, and falls. Construction efforts are underway to repair and improve walking/working surfaces at building 2840 and 2841. Signs have been posted and overall awareness has increased to warn occupants of the potential hazards. For health care providers, 30%

of injuries are due to lifting patients. A lateral transfer device is currently being evaluated to eliminate this concern (see pictures below). 20% of Public Works Business Center (PWBC) injuries are due to back injuries. A similar lifting and transfer device for industrial use is being evaluated for this organization. 40% of all workers' compensation costs can be tracked back to ergonomic related issues. A tremendous initiative in the area of ergonomics has been ongoing on Post to deal with these issues.

Secondly, Pam and the IRC had to address the very much-neglected area of long-term cases and bring personnel back to work before they became long-term cases. For FY 00, Pam has returned to work 11 employees for a cost avoidance of \$214,960. She has returned nine employees from long-term enrollment for a savings of \$172,173 and two employees have been taken off compensation roles for a savings of \$38,840. That is a total of \$425,973 savings that can be returned to FSH. Timeliness of submitting documentation is paramount to ensuring the whole process does not get delayed. If supervisors hold onto the paperwork and do not submit it in a timely manner - the employee is the one that suffers because the benefits, whether monetary or medical, get delayed. Su-



Lateral transfer device representative demonstrates how BAMC nurses can safely move patients without hurting their backs.

supervisors need to get the CA-1 to the Civilian Personnel Advisory Center (CPAC) within 2 days; CPAC then has ten days to get to DOL. The rate on submitting the CA-1 reports has improved from 0% when Pam first started to the current 74%.

The third area Pam has concentrated on was education and awareness initiatives to ensure everyone on Post understood their entitlements and benefits. Currently, CPAC sponsors a quarterly four-hour Supervisor's Workers' Compensation course. The next class will be held on March 21, 2001. Pam provides briefings at the CPAC's Newcomers' Orientation and the Management/Employee Labor Relations course. In addition, Pam briefs all new Collateral Duty Safety Officers (CDSOs) during the Installation Safety Office (ISO) sponsored quarterly CDSO course. Pam, as the Workers' Compensation Coordinator has a page on the Safety Web page www.cs.amedd.army.mil/iso where she will start posting upcoming classes and information for the Post.

Pam Johnson is available via email at Pamela.Johnson@CEN.AMEDD.ARMY.MIL or via telephone at 221-0739. Rosie Cardenas is also available via email at Rosie.Cardenas@CEN.AMEDD.ARMY.MIL or via telephone at 221-2420.



Meet Your Safety Specialist: Mr. William (Bill) F. Wood

Mr. Wood promotes safe and healthful working conditions through the application of sound principles of risk management. Additionally, he validates and ensures compliance with the myriad of federal, state, and local laws, regulations, and Occupational Safety and Health Administration (OSHA) standards.

In addition to these compliance requirements, Mr. Wood is the Installation Radiation Protection Officer for Fort Sam Houston.

Mr. Wood's primary customers are

RLBC, 147th Medical Logistics Battalion, 797th EOD, 5th Army, 5th Recruiting Brigade, Special Troops Battalion, PMO, and HQ Garrison.

He believes that the success of his work is the establishment of a professional "Safety Partnership" with his customers. By working together we can effectively prevent accidents and promote a more efficient and productive work environment.

EDUCATION: BFA - Architecture - UTSA (1982), Graduate of The Department of the Army Safety Intern

Program (1995)

FED SERVICE: 3 Years U.S. Army - 16 years Civil Service



ADDITIONAL ASSIGNMENTS / TRAVEL: Fort Polk, La. (1966), Vietnam (1967), Fort Leonardwood, Mo. (1968), Aschaffensburg, Germany (1969), Wuerzburg, Germany (1995).

FSH Safety Goals for 2001 (Continued)

tools, equipment, and training needed to complete our tasks safely. When Mr. Gomez arrived at FSH, he was very pleased to see such a highly visible and proactive Installation Safety Office (ISO). The ISO staff has ensured that on the spot corrections are made when possible whether these involve contractors, civilian personnel, visitors, or facilities on FSH. He has recognized that the Collateral Duty Safety Officer (CDSO) must become an integral part of promoting safety within all the different organizations on Post and that training is a vital part of an effective safety program. To this end, he is dedicated to enhancing the capabilities of the CDSOs and providing specific training to those who require it. He does not believe in training for the sake of training. Mr. Gomez is not sure that everyone who needs safety training is receiving the training they need, whether it is recurring or new training requirements. Supervisors must ensure all training is documented appropriately on their employee's CSFS Form 98-E. The Safety web page www.cs.amedd.army.mil/iso has enabled FSH personnel, with intranet access, to be able to access computer based training (CBT) and other online power point training bene-

"We are all ultimately responsible for ensuring, as employees and supervisors, that we have the right tools, equipment, and training needed to complete our tasks safely." Lupe Gomez, Safety Manager

ficial to everyone on FSH. The Safety Violation Inventory Logs (VILs), DA Form 4754, will now be accessible to all the safety staff at their computers and information shared with Public Works Business Center (PWBC) personnel for their action. This will make building inspections and reporting more efficient for all involved. VILs are used to document and track safety deficiencies within all facilities on Post. Personnel in each building may obtain this information from their building managers or call the safety office.

The ISO, as a member of the FSH Injury Review Committee (IRC), is committed to identifying causes and recommending countermeasures, e.g. engineering controls, required to prevent any future injuries or illnesses. Accidents need to be investigated in a

timely manner and follow-up accomplished. The Safety web site and email have opened the lines of communication to report safety concerns in a timely manner. FSH personnel may now report accident/incident/near miss reports *online* or through the Safety Hotline number 295-SAFE (7233). The online reports create a database that is accessible to IRC members here at FSH and BAMC. Mr. Gomez encourages everyone in the chain of command - directors, supervisors, CDSOs, and employees to get involved in preventing avoidable accidents within their organizations.

The Number One goal for Mr. Gomez is to increase the visibility of safety and ensure that safety awareness is considered by every employee at FSH. The challenge in the coming year is to continue accident prevention countermeasures, subprogram evaluations, addressing indoor air quality concerns, and ergonomic issues. Mr. Gomez and his Safety Staff are also organizing a SAFETY DAY on May 16, 2001 at the Roadrunner, B/2797. Look for more information on this event in the coming months.

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Building 2250 STOP 38
Fort Sam Houston, TX 78234

Phone: (210) 295-SAFE (7233)
Fax: (210) 221-9847

Please Distribute this News Letter Throughout your organization !

May 16, 2001—FSH SAFETY DAY IS COMING !

Safety - What's New

- ◆ *Safety Web page has been redesigned. "Check it out" at www.cs.amedd.army.mil/iso — it's your page, too ... so send us some feedback.*
- ◆ *Look under "What's New" - We have posted MG Kiley's Safety Policy Letter as well as a Master Accident Prevention Plan (MAPP) with training topics for the whole year.*
- ◆ *Local HAZCOM annual review computer based training has been released and is available on the intranet to all FSH personnel who work with hazardous chemicals. Access at <http://fsh-intranet.amedd.army.mil/iso/hazcom1/>.*
- ◆ *Three safety training topics will be sent to Collateral Duty Safety Officer (CDSOs) and supervisors to assist safety briefings. Call us if you would like to be added to the e-mailing list.*
- ◆ *Test your knowledge Safety quizzes will be regularly featured in the Newsleader.*
- ◆ *Also available is the Ergonomic computer based training for all FSH personnel at www.cs.amedd.army.mil/iso/cbtergonomic.htm to include a section on Back Injury Prevention.*
- ◆ *OSHA has passed the Ergonomic Standard. Each year 1.8 million workers in the U.S. report work-related musculoskeletal disorders (MSDs) such as carpal tunnel syndrome, tendonitis, and back injuries. The solution lies with ergonomics, the science of fitting the task to the person.*
- ◆ *The Ergonomic Program at FSH has been in effect for over a year now and is doing very well. A recent post discomfort survey sent to personnel who had received an on-site evaluation (greater than six months ago) and who have made the recommended changes indicate a success rate of 84% in eliminating potential MSDs.*
- ◆ *Follow up surveys are being accomplished on the other 16% to reassess their work areas.*

Meet Your Safety Specialist: Mr. Allen Schramek

Mr. Schramek has been the Deputy Safety Manager at Fort Sam Houston since June 1997 when the AMEDDC&S consolidated like functions.

Mr. Schramek is starting his 25th year at FSH. He has seen safety come full circle, from a branch office under the DPCA in the 1970's to today, now an Installation Safety Office.

Mr. Schramek's primary customers are Public Works Business Center (PWBC),

AAFES, FSHISD, Commissary and IR.

He believes good judgment is the cornerstone of any safety program. It is developed by having a positive attitude toward safety and is based on the philosophy that all accidents can be prevented. Excellence in safety starts with individual commitment and discipline.

EDUCATION: Associate in Applied Science, Fire Science.

FED SERVICE: 4 Years U.S. CG -

(1968-1972). 27 years-Civil Service.

ADDITIONAL ASSIGNMENTS: Fire Prevention Inspector, Lackland AFB, TX (1973-1976), Fire Prevention Inspector, Fort Sam Houston,

TX (1976-1989), Safety Specialist, Fort Sam Houston, TX (1989-1994), Safety Manager, USAG, Fort Sam Houston, TX (1994-1997).

