

Using Analytics to Help Prevent Worker's Compensation Claims/Incidents and Lower the MOD

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Big Goals... “Easy” Solutions



LOWER THE MOD

Big Goals... “Easy” Solutions

**HAVE FEWER
INCIDENTS!!!**



=



Data to the Rescue!!!



Where do we go from here?

- 1. Collect/Analyze**

- 2. Develop/Implement Training**

- 3. Track/Did it Work?**

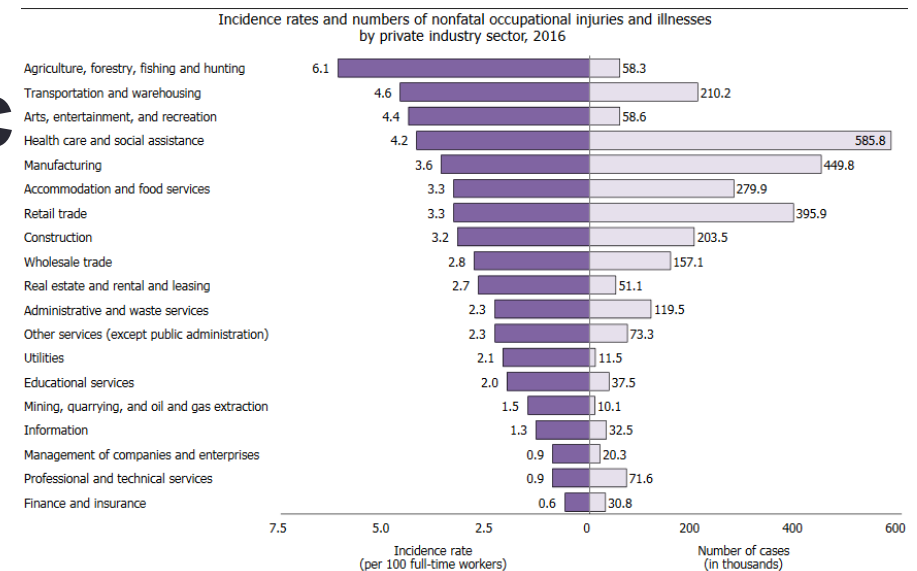


BUREAU OF LABOR STATISTICS

- **National vs. State Data**

- **Industry Specific**

- www.bls.gov/iif



Approximately 1 in 5 injury and illness cases reported by private industry employers in 2016 occurred in healthcare and social assistance industries. About half of all nonfatal injury and illness cases reported among private industry establishments in 2016 occurred in just three industry sectors—health care and social assistance, manufacturing, and retail trade.

[View data](#)

Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, November 2017

So Much Data...Where to Begin?

Claimant:	Claim #:	Date Closed: / /	Claim Status: Open	2nd Inj Pending: N
Date of Birth: 11/27/1940 Sex: M Job Class: 8500	Claim Type: Indemnity	Date Reopened: / /	Medical Only:	Subro Pending: N
Body Part: 50 Multiple Lower Extremities	Loss Date: 07/05/2016	Jurisdiction State: WI	Catastrophe #:	Deductible: N
Injury Code: 90 Multiple Physical Injuries Only	Time of Accident: 11:15 AM	Incurred	- Paid	+ Recovery = Net Reserve
Cause Code: 77 Motor Vehicle	Death Date: / /	Ind: 48,212.42	9,956.04	0.00 38,256.38
Adjustor:	Date Entered: 07/07/2016	LAE: 19,441.51	2,128.85	0.00 17,312.66
Adj. Phone:	Hire Date: 12/02/1998	Med: 389,149.73	132,251.60	0.00 256,898.13
	Location: 001	456,803.66	144,336.49	0.00 312,467.17
AIIC Loss: 0401 LIFT TRUCK/FORKLIFT				
Accident Location: MILWAUKEE, WI 53216		What was employee doing?		
		IW WAS WALKING BEHIND FORKLIFT.		
What caused this injury?				
FORKLIFT STRUCK IW CAUSING FRACTURE LT LOWER LEG & UNKNOWN INJURY TO LT ANKLE.				

This single incident on a loss
run report has
42 Data Points!!!



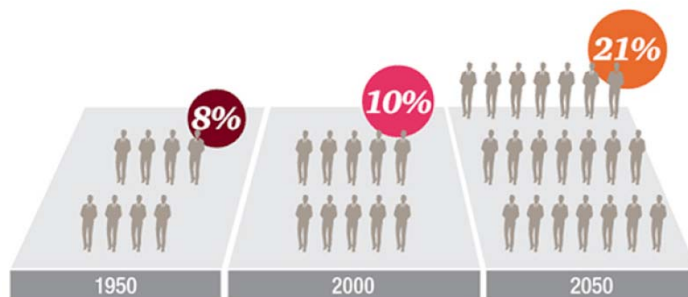
Key to Tracking is FOCUS!!!

Claimant: +	Claim #: 1	Date Closed: / /	Claim Status: Open	2nd Inj Pending: N
Date of Birth: 11/27/1940	Sex: M	Date Reopened: / /	Medical Only:	Subro Pending: N
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We are going to focus on just two:

Age

Proportion of the world population aged 60 years or more



Source: UN report World Population Ageing 1950-2050

Time of Accident

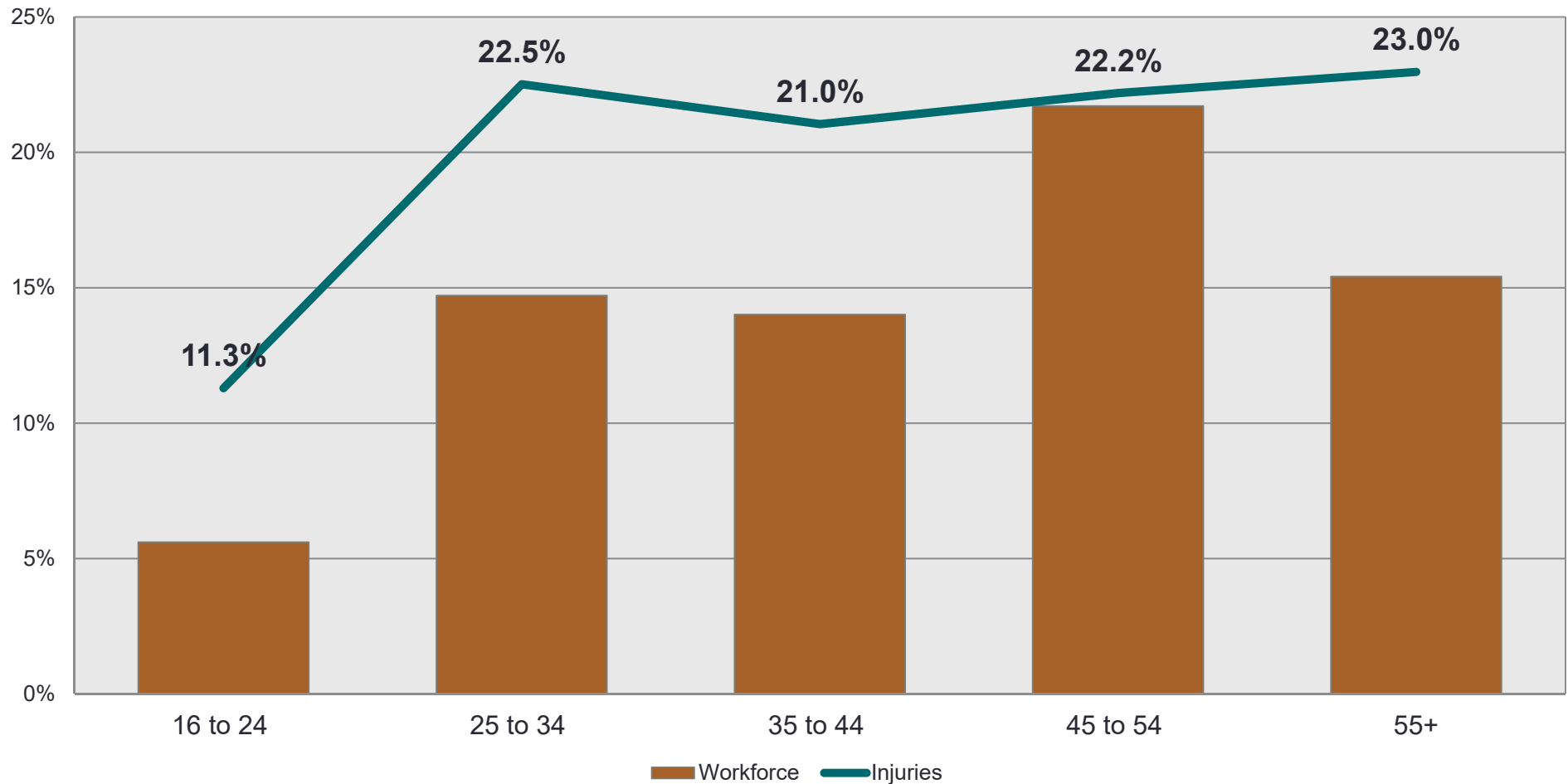


Age and Your Employees

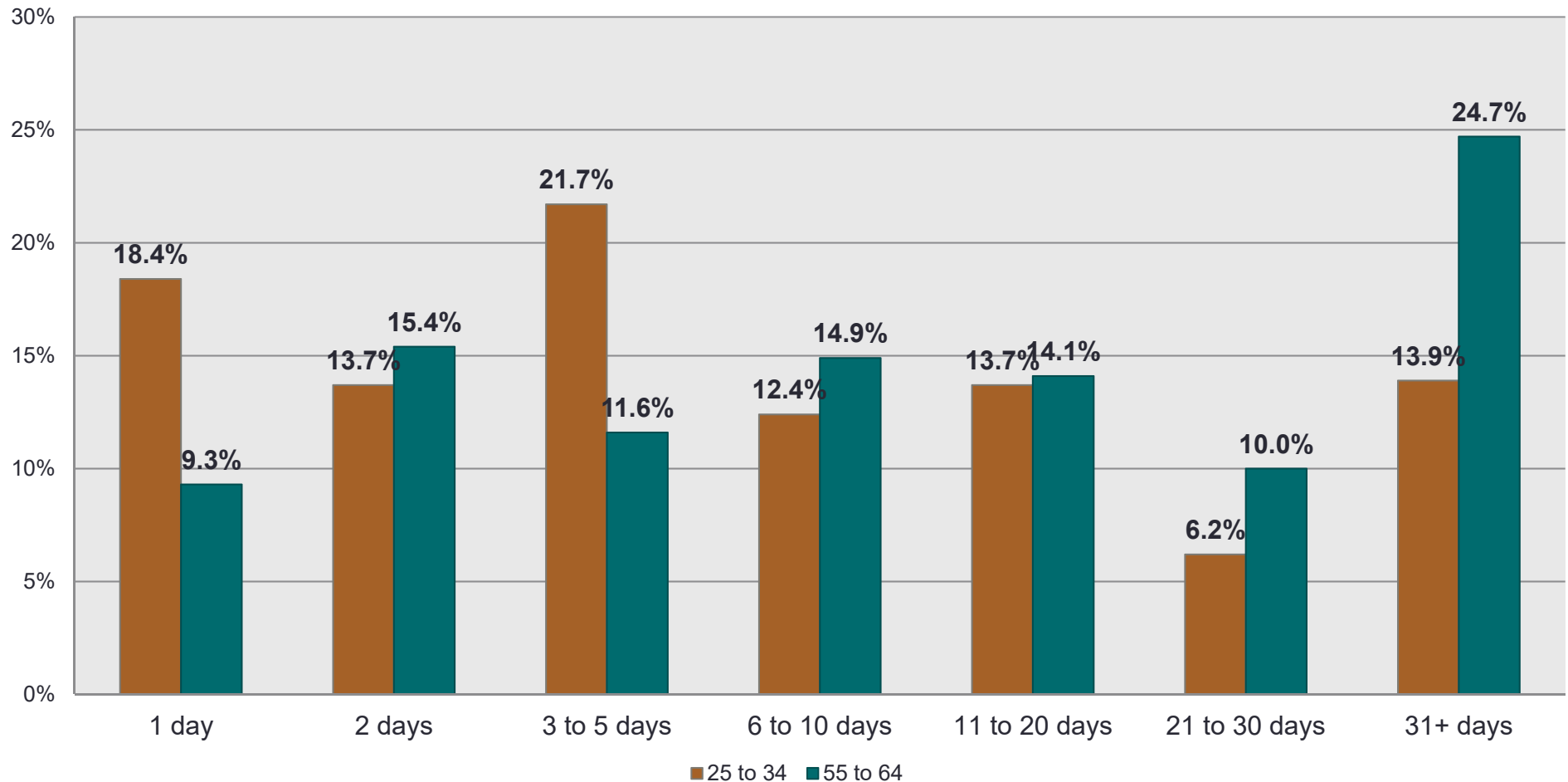
- 1. All Employees**
- 2. Employees w/ Incidents**
- 3. New Hires***

*For analyzing purposes ONLY!!!

Employee Demographics – Age



Age Impact on Return to Work



Time of Accident Overview

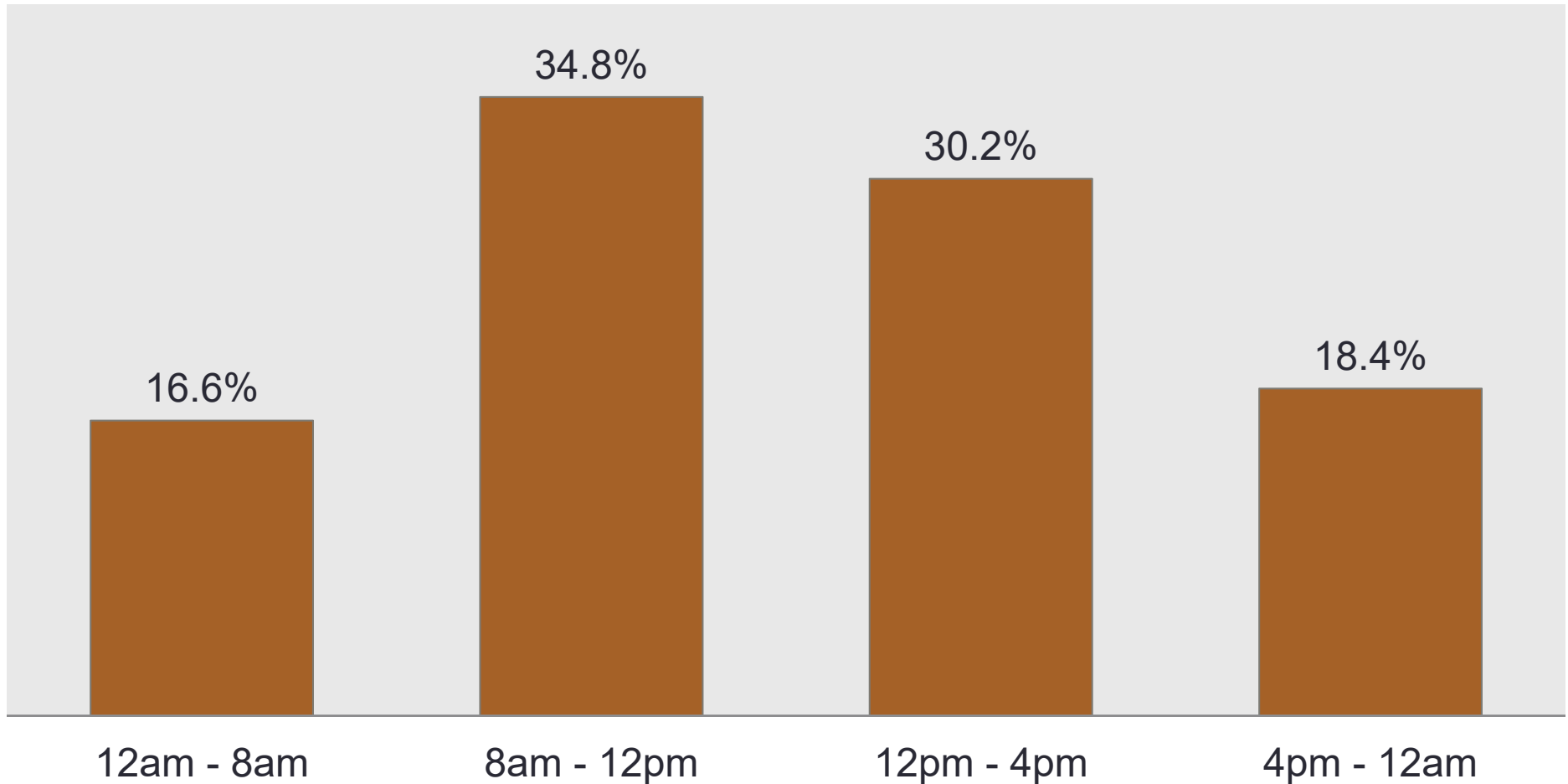
1. Time of Day



2. Time on the Job

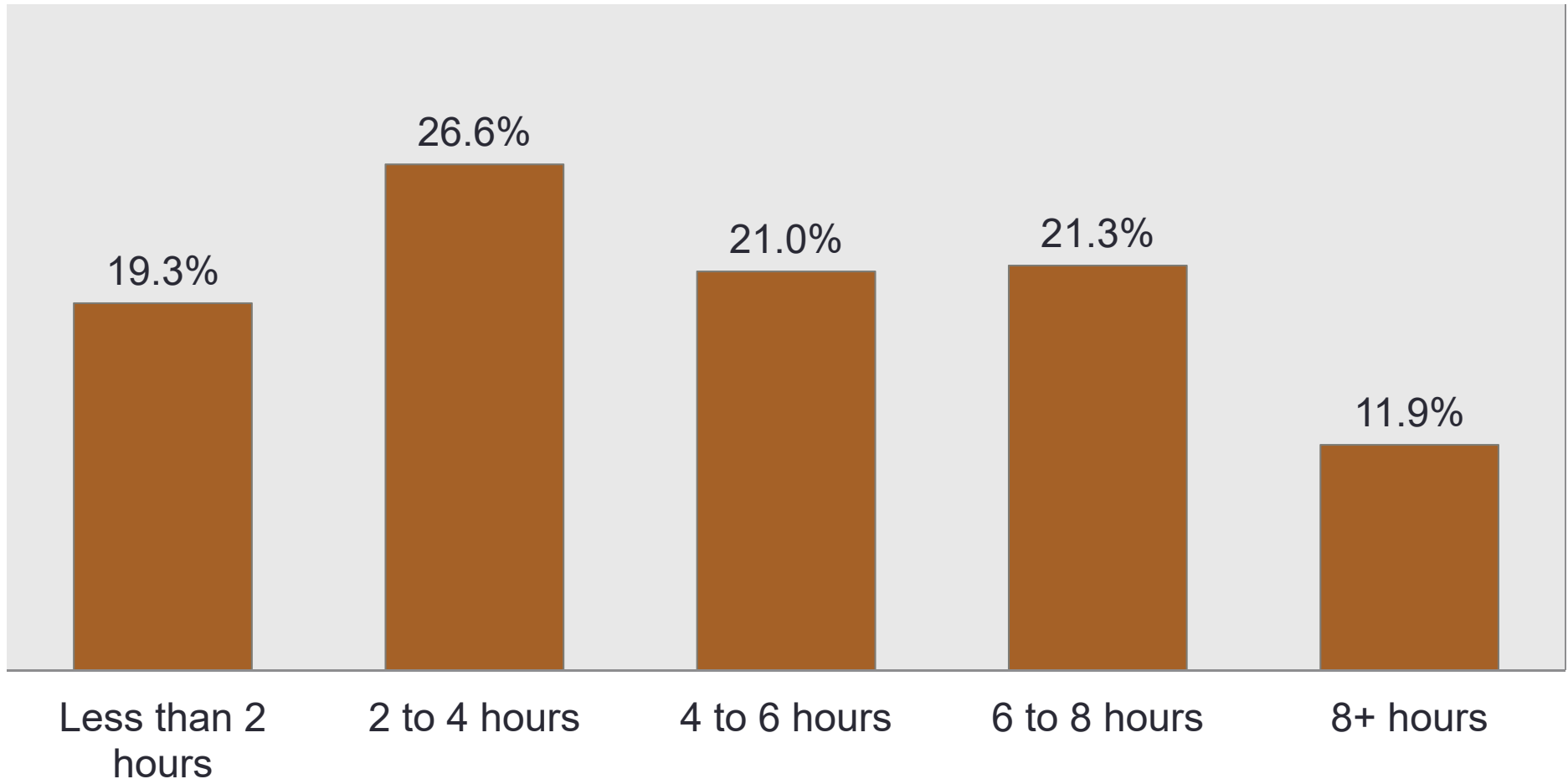


Time on Day Factor - Incidents



 BUREAU OF LABOR STATISTICS

Time on the Job Factor - Incidents



Develop/Implement Training



Who needs the Training?

- **All Employees?**
- **Employees with Incidents?**
- **1st Shift or 2nd Shift or 3rd Shift?**
- **Office or Floor?**
- **New or Seasoned?**

When to Conduct the Training?

- **What time of day works best for operations?**
- **When will trainees retain training the most?**
 - Lunch – NO!
 - Right Before Shift End – NO!!
 - Before Coffee – NO!!!
- **Don't forget to track, the first choice may not always be the best**



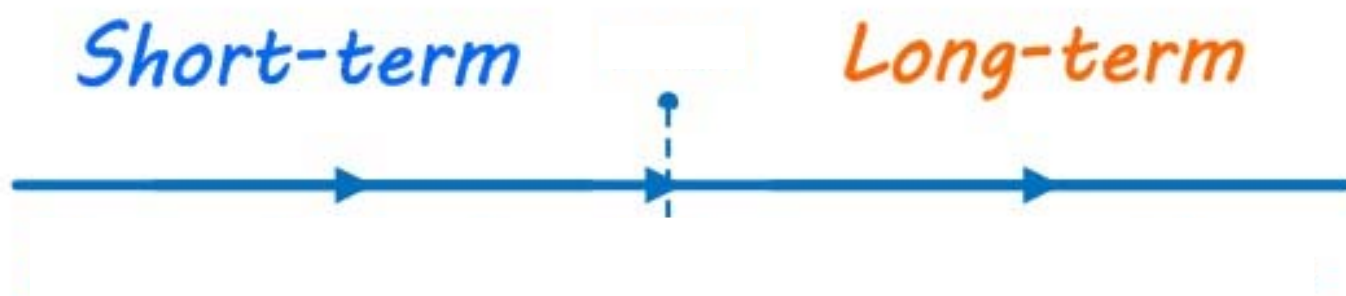
Communication thru Generations

	Boomer	Gen X	Millennial
➡	Face to face or call	Email or IM	Just text me
	Loyal to job	Work to live	Play then work
➡	Print me a copy	Send me a copy	I'll Google it myself
	Respect my title	Respect my ideas	Respect my skills
➡	Focus on process	Focus on results	Focus on involvement
	Work comes first	Family comes first	Friends come first

How to Track the Results?

- **Recall how the data was originally collected?**
- **Spreadsheets are our FRIENDS!!!**
 - Use color to make more user friendly
- **Use Worker's Compensation Carriers/Agent**
- **Focus on a FEW key data points**

Biggest Mistake w/ Determined Success



What Does Success Look Like?

- **Trainings Communicated More Effectively**
 - Does it meet the 6 Questions?
- **Employees Have the Knowledge to Work Safer**
 - Don't confuse Safe with Efficient
- **Safer Employees Have Fewer Preventable Incidents**
- **Fewer Incidents = Lower MOD = Lower Costs**

Thank You!!!

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