

# Case STUDIES

TEAM SAFETY, INC. CASE STUDIES

## **City of Ventura, Public Works**

Conducted by  
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### History

The City of Ventura Public Works Department, Tree Trimmers had extremely high rate of musculoskeletal disorders (MSDs) and lost time injuries, primarily to the shoulders and backs. Their average age was 47. These injuries were costly and caused low performance. Team Safety, Inc.'s Fred Drennan presented the Back Synergy™ solution to the Human Resource Manager and was given then go ahead to turnaround one of their "their worst performers."



Intervention

### Assessment

- Assessments were conducted through:
- Manager and Supervisor interviews
- Photo-documentation of worker tasks
- Biomechanics analysis.

The Team Safety, Inc. Back Synergy™ program was implemented at the City of Ventura as a pilot musculoskeletal injury prevention project. The project included four key elements: Back Synergy Flexibility & Strength, new, ADA-Compliant Job Descriptions, Biomechanics and Ergonomics evaluation and training, and Supervisor Leadership training.

### Program Goals:

- Daily practice of proper lifting technique during the conditioning routine
- Identify ergonomic risk factors and present alternative ways to perform tasks
- Provide positive feedback to motivate behavior change
- Team building exercises to create a positive environment
- Improve worker flexibility and strength to have 65% in the Good-to-Excellent categories on our Flexibility protocol
- Reduce the incidence and severity of musculoskeletal injuries (MSDs) as well as all types of injuries

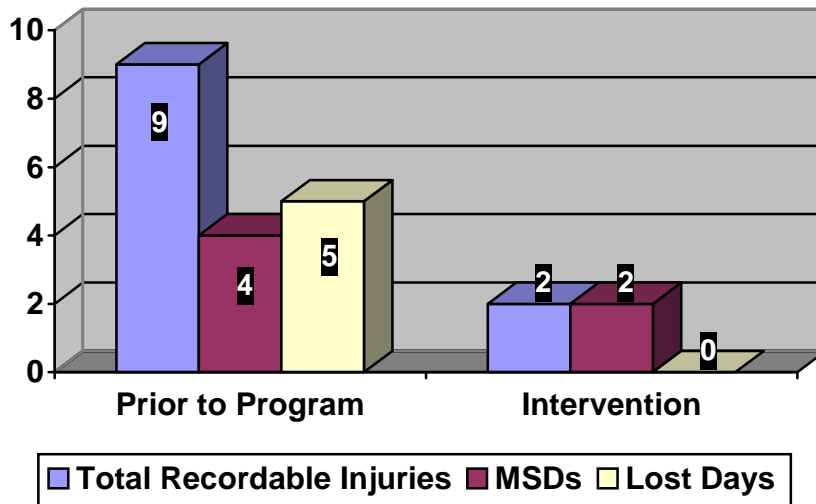
- Increase employee awareness of how to prevent MSDs
- Motivate individuals to adopt healthier lifestyles.

### CTD Risk Factor Reduction

Experts agree that a major risk factor for back injury and other soft tissue injuries is lack of flexibility and strength. The greater the flexibility and strength, the lower the risk factors for injury. The Back Synergy flexibility and strength program introduces exercises based on the worker environment and tasks performed.

### Results

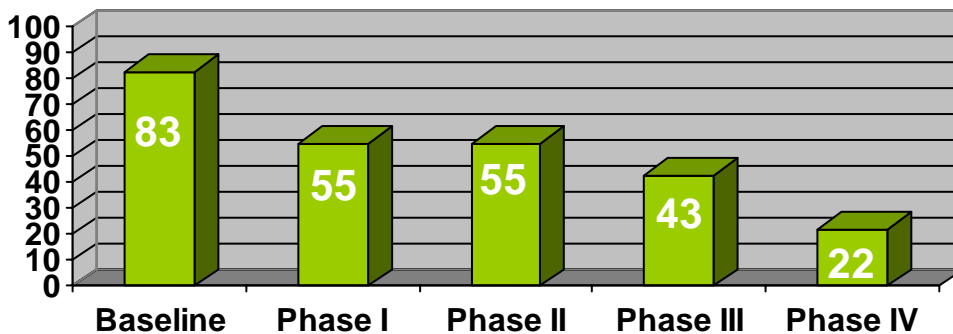
*The Parks Department Tree Trimmers reduced their risk factors for MSDs by 75%; achieved a 50% reduction in MSDs; and achieved a 78% reduction in overall injuries as a result of the Back Synergy™ implementation.*



### Flexibility Evaluation

Back Synergy flexibility measurements focus on three key areas: low back and hamstrings, mid body rotation, and range of motion in the shoulder girdle. Individuals are measured and their scores are entered into our proprietary software, which compares their scores to others in their age and gender categories, within standard norms. Scoring average to poor flexibility is considered at risk.

### % at Risk for Musculoskeletal Injuries



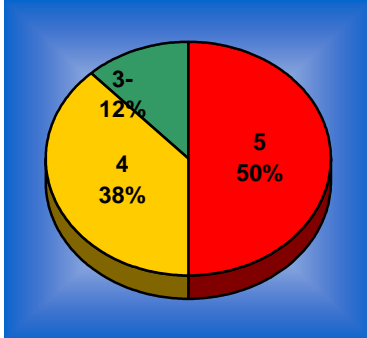
## Employee Satisfaction

Employee satisfaction is a key element in retaining valuable human capital. When employees perceive a benefit, they are more likely to participate in and derive benefits from a program.

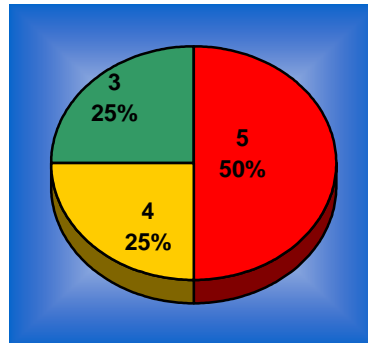
### Evaluation Criteria

Team Safety, Inc. conducts Employee Satisfaction surveys at six months and again at the end of a program year. Employees are asked to score the following categories on a 1 to 5 scale, one being the lowest, three being neutral and four and five being positive. Only scores of four or five are reflected in the following results.

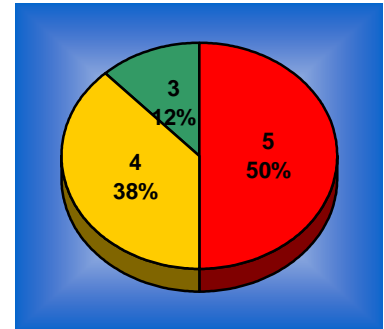
78% of employees said they were more aware how to prevent back injuries since participating in the program.



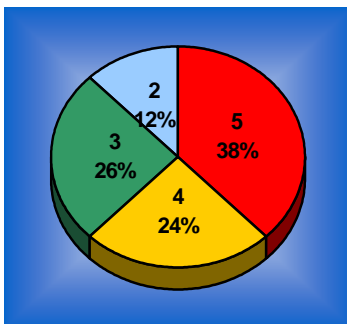
75% of the employees felt the program would help prevent back injuries.



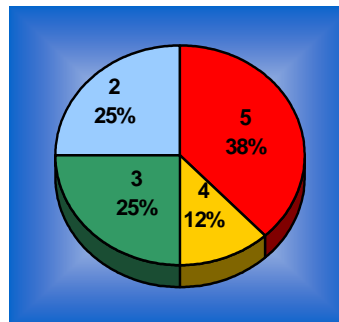
88% of the employees said they felt better since participating in the program.



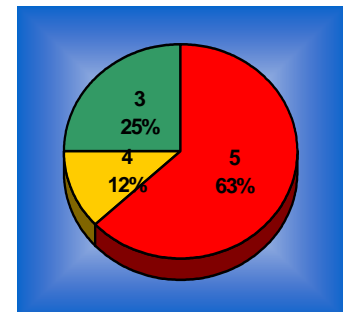
62% of the employees said the program contributes to team building.



75% of the employees felt the program was still effective after one year of participation.



50% of the employees said they have made lifestyle changes since participating in the program.



**TEAM SAFETY, INC. is a safety and performance management firm helping companies build organizational excellence.**

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