

Case STUDIES

TEAM SAFETY, INC. QUALIFIED CONSULTING STAFF

University Campus

Conducted by
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History

The employees at the University of California, Santa Barbara's Housing and Residential Services department had workers comp claims of over a million dollars the year before the Back Synergy implementation. Employees were subject to long periods of standing, stooping, bending, light and heavy lifting. The majority of the injuries were Musculoskeletal Disorders (MSDs).

Assessment

Managers, supervisors, and individual workers were interviewed for their knowledge about safety related issues. Biomechanics or ergonomics training was not provided to the employees in any significant manner. Employees were interviewed for pre-existing injuries and given baseline flexibility tests. About 40% of the 240 employees scored in the Good to Excellent zone on our baseline testing. While many workers were involved in some kind of exercise on a regular basis, the majority were not. The other 60% were below average to poor, compared to others of their same age and gender. While these numbers are better than most organizations we had worked with, the injury rates were still high. The majority of the injuries were coming from a small number of the population, primarily in the residential (dormitory duties) and grounds (facility maintenance, gardening, etc.).

Intervention

A comprehensive flexibility and strength program was implemented and continued for one year, following the Back Synergy™ model. 240 employees went through the employee orientation and baseline testing. Worksites were photographed and used in the training to illustrate the hazards and risk factors, and provided alternate biomechanics and ergonomic methods to prevent injury. Workers were organized in teams and trained at their respective worksites.

The year long program included 18 site visits (per team) by Team Safety, Inc. fitness consultants. They implemented four phases of strength/flexibility training, flexibility testing, feedback, and provided biomechanics training at every phase. Flexibility Sticks were introduced in Phase III, and resistance cords in Phase IV. Teams received positive recognition for participation and improvements in flexibility. Their results were written up in the University newsletter.

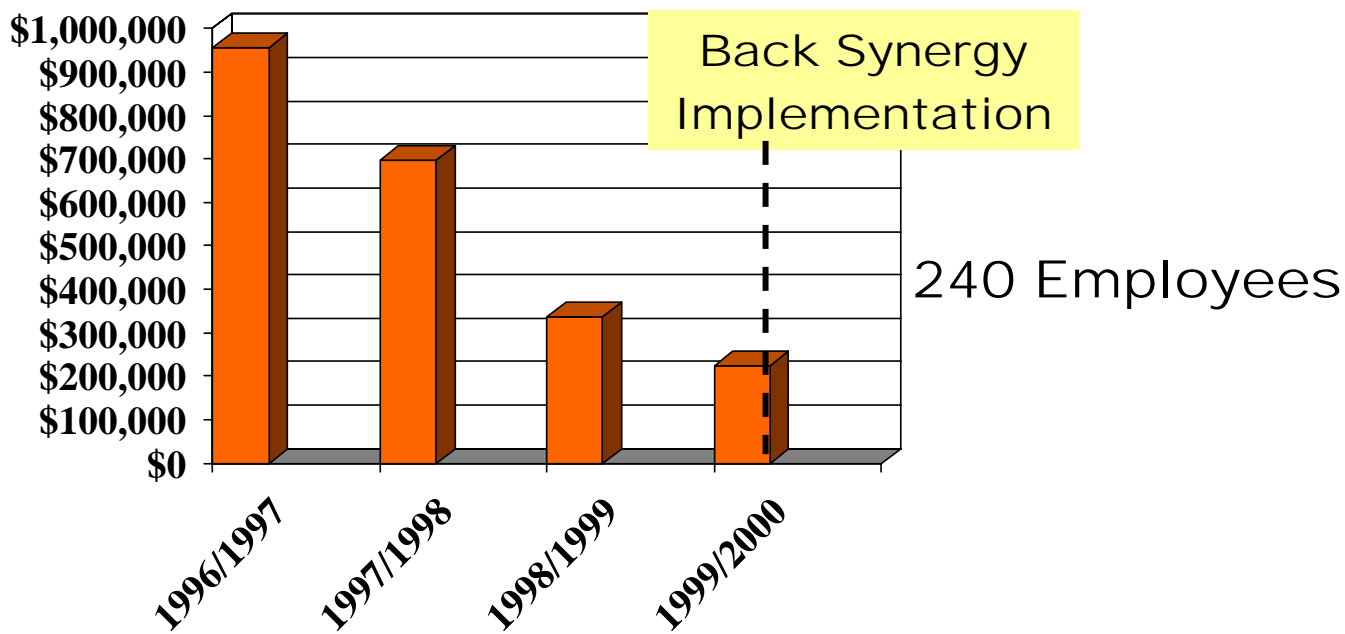
Results

The organization reduced its workers comp costs by 75% after one year in the program.



University of California Santa Barbara

HOUSING and RESIDENTIAL SERVICES



ADDITIONAL BENEFITS:

- Keeps experienced workers healthy and productive
- Improves employee satisfaction
- Increases teamwork
- Increases employee ownership of health and safety systems
- Increase safety and health awareness
- Provides performance measurements
- Employees have fun at work.

If you have questions about team-based safety and health programs, or need help implementing your own integrated safety and health systems, contact [Team Safety, Inc.](#)

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

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