

W & S Recordable Injuries

—
An In-Depth Study on Root Cause Analysis

October 25th, 2018

Final Submission Date January 25th, 2019



CITY OF
Tulsa
A New Kind of Energy.®

Clayton Edwards Quote

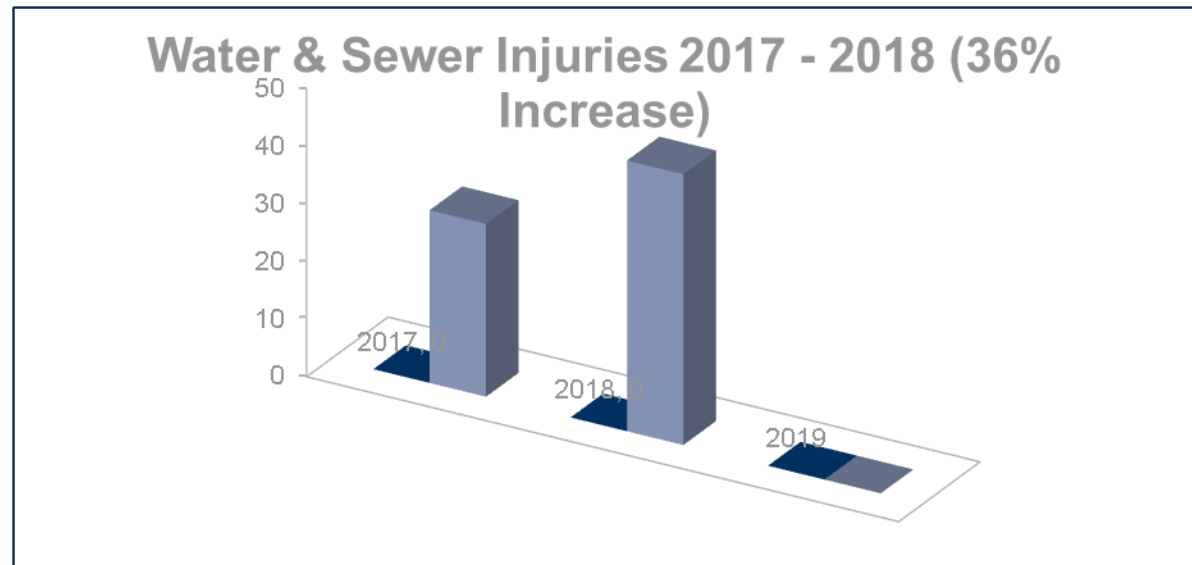
“The jobs we do are hazardous.”
We must increase our
“awareness of the potential hazards”
to perform those jobs safely.

Clayton Edwards, Director, Water & Sewer



Problem Statement

- Reportable injuries in the Water & Sewer Department have increased **36%** from 2017 despite continuous Safety Training efforts.
- Injuries occur monthly, usually *during normal work duties*



Goal Statement

- The goal of this project is to offer suggestions for improvement to safety policies or practices which will help **decrease** reportable injuries in the Water & Sewer Department **by 20%** on December 31, 2019.



How We Got Our Data

- **We contacted Brannon Dodd, City of Tulsa Risk Manager**
 - Brannon provided the team with over 5 years of Injury Data to work with. The data covered information such as:
 1. (Work) Days Lost
 2. Event Code (Type of Injury)
 3. Event Description (how the injury occurred)
 4. Injury Repeater? Yes/No
 5. And many other pieces of information



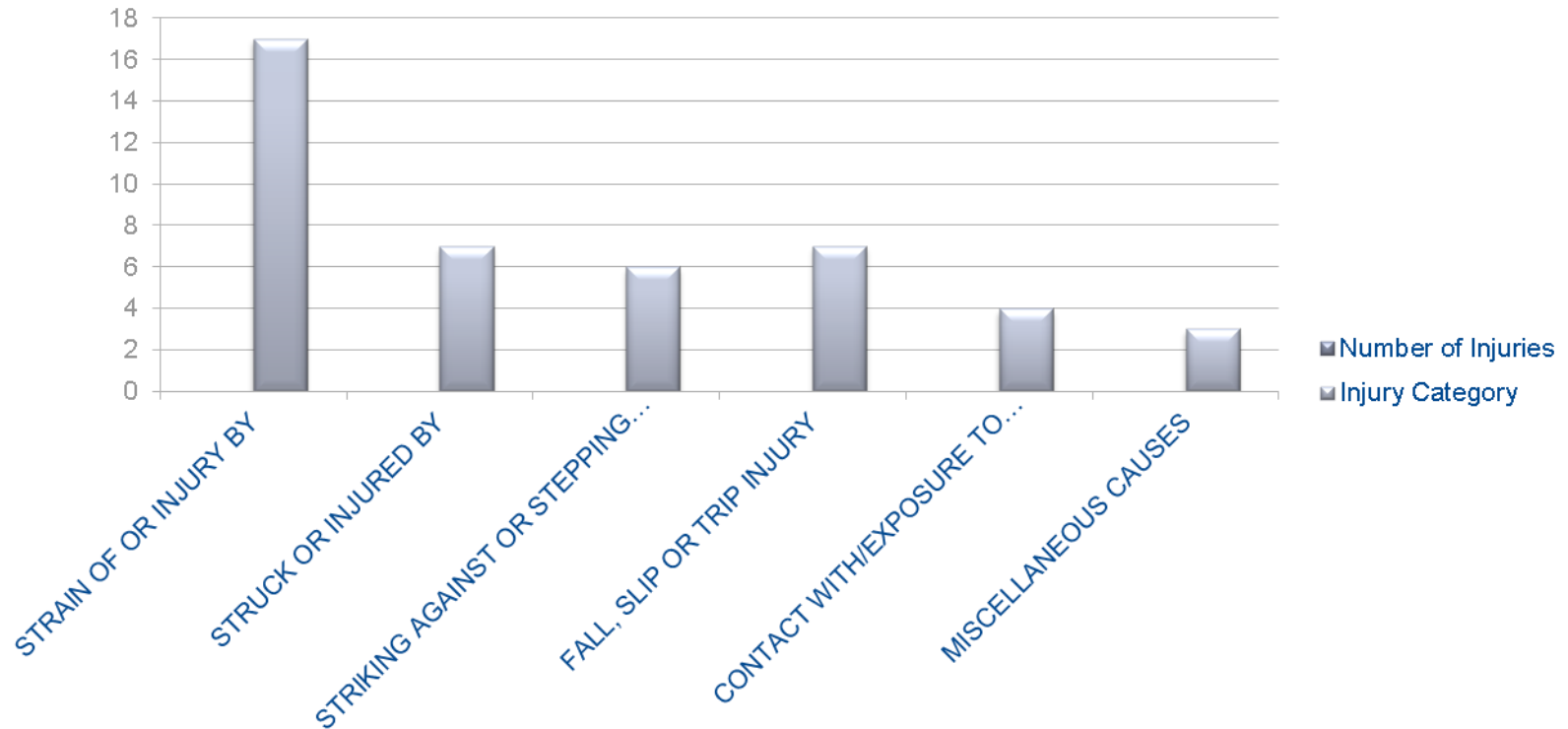
Charts and Graphs - Injury Data 2018

Year Hired	# of (Injured) Emps. Hired	# of Injury Repeaters
2018	5	
2017	8	
2016	6	3
2015	7	3
2014	4	2
2012	3	1
2011	1	1
2008	1	
2006	3	1
2004	1	1
2003	2	1



Strains and Sprains Occur Most Often

Water & Sewer Recordable Injuries Jan 2018 - Sept 2018



This pattern is found over and over, year by year.



More from Clayton Edwards

- Our goal, as well as the city's goal, has been a **10% reduction** year-over-year. We don't have a specific goal for the number of injuries per year, but...
- **1 Injury Is too many**



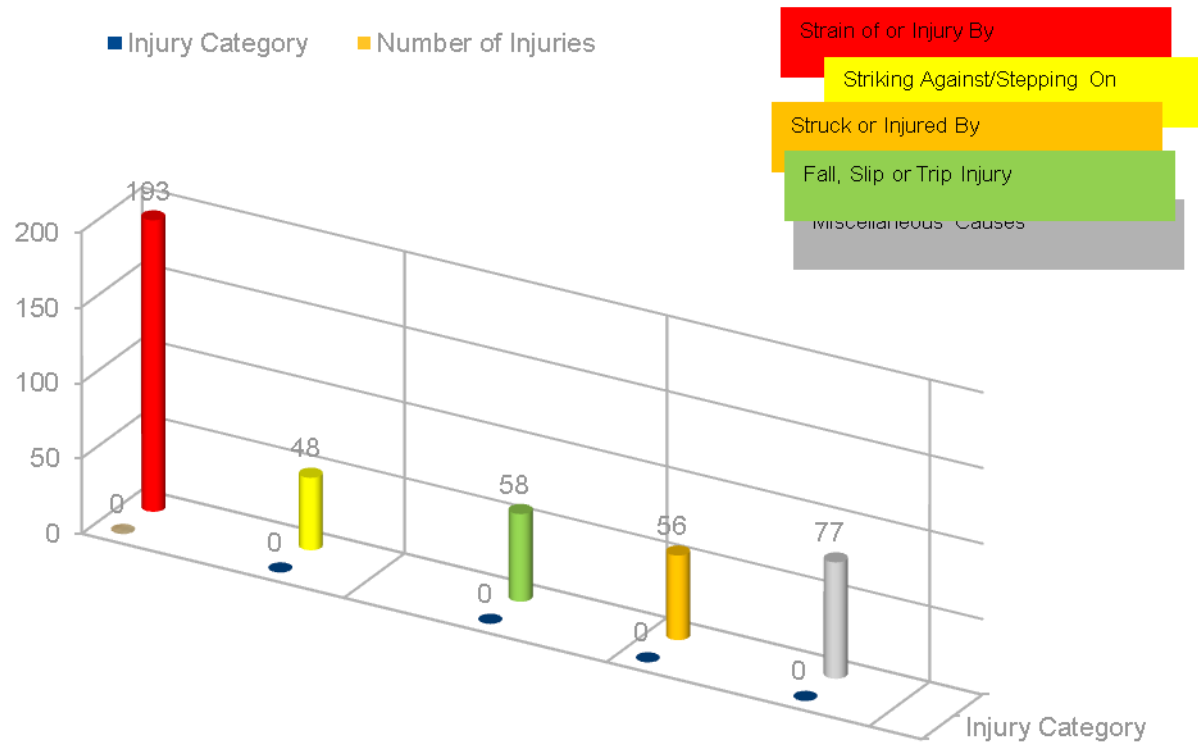
We Need Help! From Black Belts...



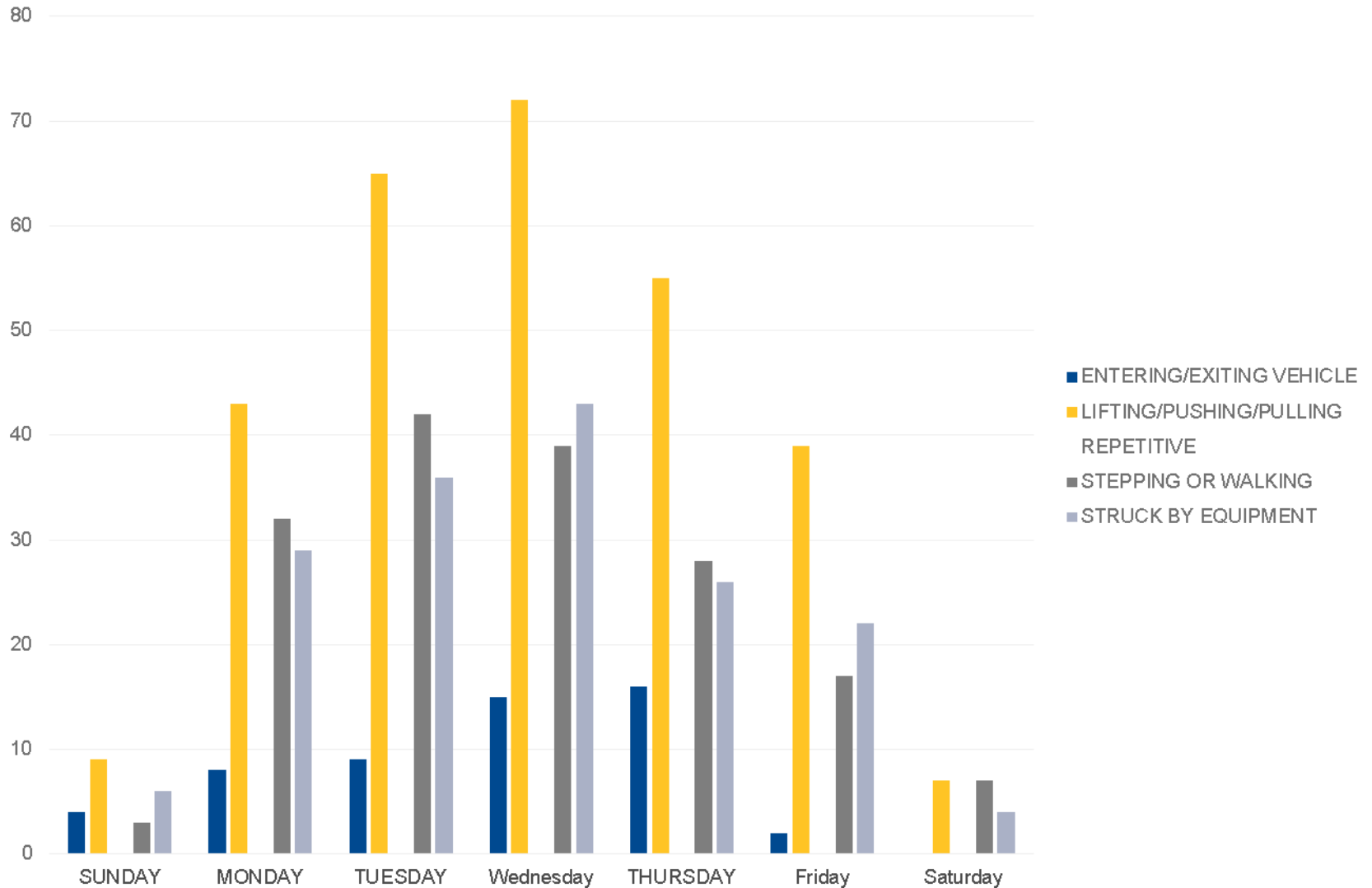
W & S Injuries by Type - 2012 to 2018

- We made a few more charts

W & S Injury Categories 2012 - 2018



Most Workers on Wed., Most Injuries



Recommendations

Root Cause Analysis for most types of injuries tells us that many employees are not moving correctly when performing simple to complex, everyday duties.

Possible Reasons?

- Employees don't realize they are moving improperly
- Employers have not sufficiently trained employees by physically demonstrating methods of proper movement for their specific job types
- Years of experience sometimes contributes to complacency and lack of awareness of familiar conditions
- Employees can prioritize speed of completion over safety

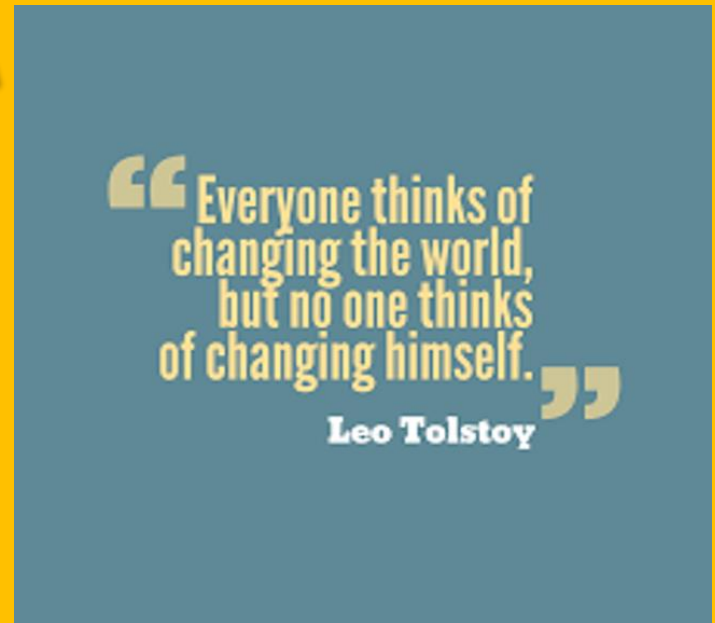


Recommendations cont.

1. Does the City of Tulsa work to foster a culture of overall health and wellness?
2. Can it more fully explore methods used by other departments, e.g. The Tulsa Police Department, which facilitates fitness training and annual **Fit-for-Duty** testing?
3. Are Continuous Improvement efforts of these practices characteristic of a **World Class City**?



YES!



Injury Prevention Technique Already in Use – RAPID: Risk Assessment Program Investigation Document

Let's watch a piece of the video made by Jeff Bush for WD bi-annual safety training at Mohawk WTP

- <https://youtu.be/v3sCHa5tS3Y>

