

**Pulp and Paper Safety Association
Safety & Health Conference**

**The Industrial Athlete:
On-Site Injury Prevention and
Rehabilitation Protocol**

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The Industrial Athlete

How many safety professionals in attendance today have logged a recordable as a result of a soft tissue injury “aggravated” at work with everyone involved knowing the injury was not originally work related?

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How many employees are missing work because of basic injury treatment or surgical rehab?

How many employees are “putting up” with or trying to “work through” soft tissue issues?

Athlete or Industrial Worker?



What's the difference?



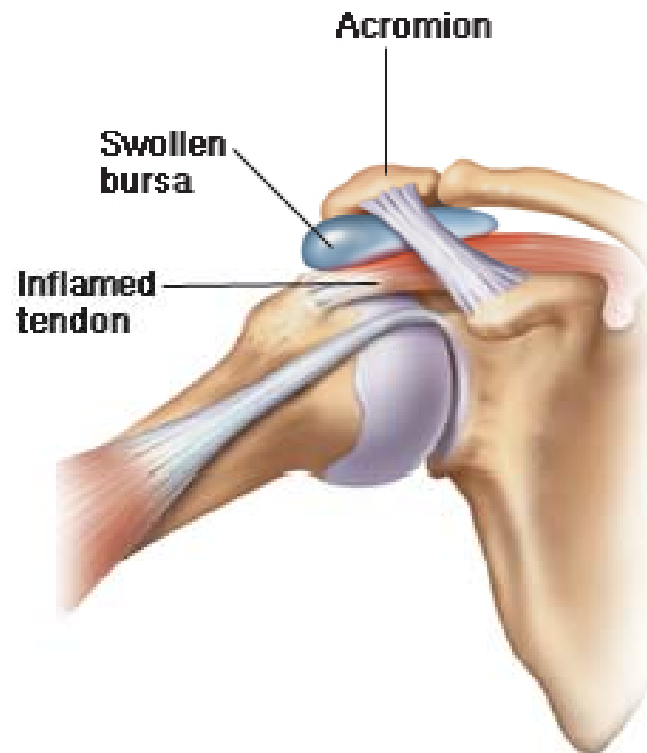
Athlete or Industrial Worker?

Lower Back Pain



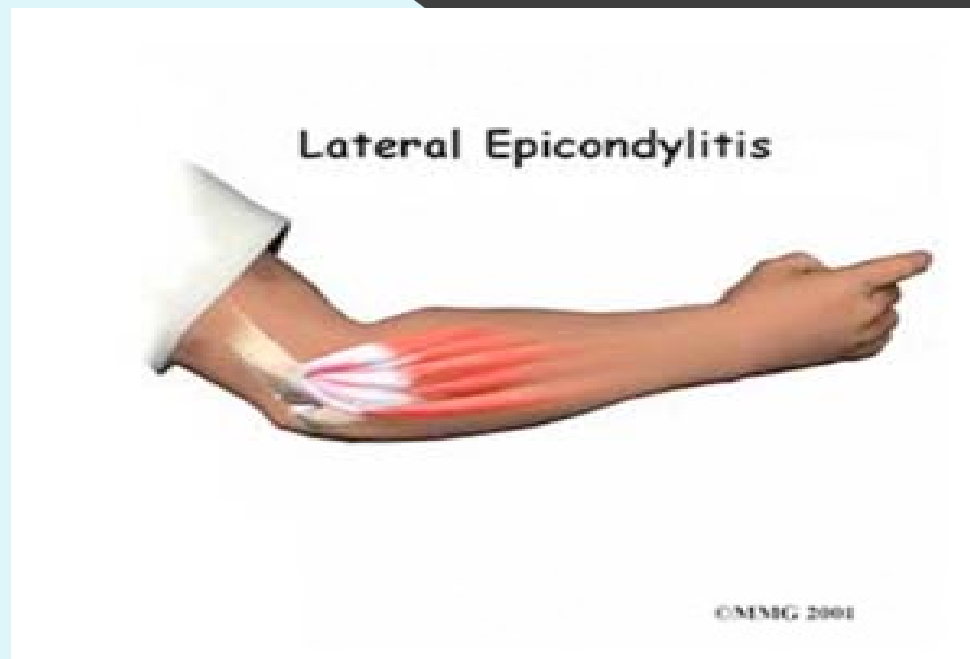
Athlete or Industrial Worker?

Shoulder Impingement



Athlete or Industrial Worker?

Tennis Elbow



Athlete or Industrial Worker?

Plantar Fasciitis



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MSD

RMI

CTD

Soft Tissue Injuries

Overuse Injuries

Catch Them Early!!!

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- Professional and Collegiate Teams spend great time, effort, and financial resources in preventing injuries to their investments.
- Those that do occur, have to be identified early!

Retirement Ages

NFL: 28 years old

MLB: 32 years old

NBA: 27 years old

NHL: 30 years old

What is the average age of the employees at your facility?

Injury Prevention, Recognition and Treatment

On-Site Reporting & Treatment Program

- Very basic facility can make a world of difference
- 96% of all issues evaluated are non-work related
- Greatly reduces the chance of non-work related issues becoming a work related issue.
- Much easier to treat (keep first aid if work related)

Injury Prevention, Recognition and Treatment

- Do the employees at your facility have a process to follow and a resource to turn to for qualified help?

On-Site Treatment Facility



On-Site Treatment/Rehab Facilities

Early Symptom Reporting Program

- *Must be led by a medical professional with a complete understanding of the OSHA standard concerning work vs. non-work related issues.*

First Aid vs. Recordable Soft Tissue Protocol

- Moist Heat
- Cold Application
- Non-Rigid Support
- Basic Massage

These first aid measures can
do a lot!!!

Employee Wellness and Education

Keeping the employee well is the
#1 priority.

Educating employees and addressing
MSD's early is how you do just that
while greatly addressing a facility's
injury rates and overall safety record.

Communication is Critical

- Plant Leadership
- Medical Staff
- Injury Prevention and Rehabilitation Protocol
- Wellness Team
- Safety Team
- Ergonomics Team

On-Site Injury Evaluation and Treatment Facility

- 96% Non-work related issues
- Catches issues very early
- No cost to employee/No third party billing
- Confidential unless work related
- Basic Treatments to Post Surgical Rehab

Early Symptom Reporting Program

- Much easier to treat (keep first aid)
- Differentiate work related or not
(Dictates treatment protocol)
- Establishes communication on all fronts
- Performed under the “Standing Orders/Clinical Pathways” of a physician

Pulp and Paper Industry Wide

BIG THREE

- Backs (Lumbar and Cervical)
- Shoulders
- Lower Extremity

Injury Prevention & Treatment

Education

The Critical Component

- Basic Health & Wellness Information
- Industry/Mill Specific
- Safety meetings, team meetings...whenever you can!!!
- Employee feedback is tremendous

Lower Extremity Issues

- Plantar Fasciitis



Lower Extremity Issues

- Heel Spurs (Calcaneal Spur)



Shoulder Impingement



If left untreated...

Rotator Cuff Injury



Employee Wellness & Injury Prevention

- Educate ~~mill~~ employees whenever you can!
- What would be your first topic?

Employee Wellness & "Fit for Duty"

Employee Fitness

- Goal is not to make Olympic Athletes
- The goal is Fitness For Duty (i.e. to move oxygen and prevent/heal injury.)
- Allow employees to reap the rewards in other areas (B/P, Glucose, Weight Mgt, etc.)

Employee Wellness & Injury Prevention

Employee Fitness

- Pre shift flexibility (Good)
- Post shift flexibility (Better)
- Having an employee slightly increase his/her fitness level (BEST)

On-Site Employee Fitness Center



Employee Wellness

“REHAB”

and

“PREHAB”

Case Study – Historical Stats

Example 1: Pulp & Paper Mill (350 employees) 30 Year Recordable Statistics

- 589 Recordables 1980-1990
 - *Initiated program 1998*
- 145 Recordables 1991-2000
- 66 Recordables 2001 - present

Case Study – Historical Stats

Example 1: Pulp & Paper Mill (350 employees) Soft Tissue Injury Stats

- 79 - 1980 – 1990
- *Initiated program 1998*
- 48 - 1991 – 2000
- 15 – 2001 - present

Case Study – Historical Stats

Example 1: Pulp & Paper Mill (350 employees) Back Injury Stats

- 39 – 1980 – 1990
- *Initiated program 1998*
- 17 – 1991 – 2000
- 6 – 2001 - present

Case Study – Historical Stats

Example 2: Pulp & Paper Mill (300 employees)

Treatment Facility Statistic

Previous 16 Months – Treatment Data

- Avg. 9 treatments per day
- Avg. \$160,000/year (calculated at GA. W.C. rates)
- Avg. 16 evaluations of work related symptoms that are resolved without having to visit a physician

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Questions or Comments?

