

Assistance Committee Update

Update on prevention activities as they relate to significant claims



Agenda

- Data and how we use it
- Smart start overview
- Driving hazard control program
- Other initiatives



Data as our asset

- SBCI has the benefit of all injury data for all members
- What we know is that injuries to Educational Assistants and Elementary Teachers continue to be on the rise
- Reasons are numerous but common thread is an increase in aggression injuries



Types of injuries

- Aggression
- Struck by/Against
- Slip, trip and fall
- Overexertion

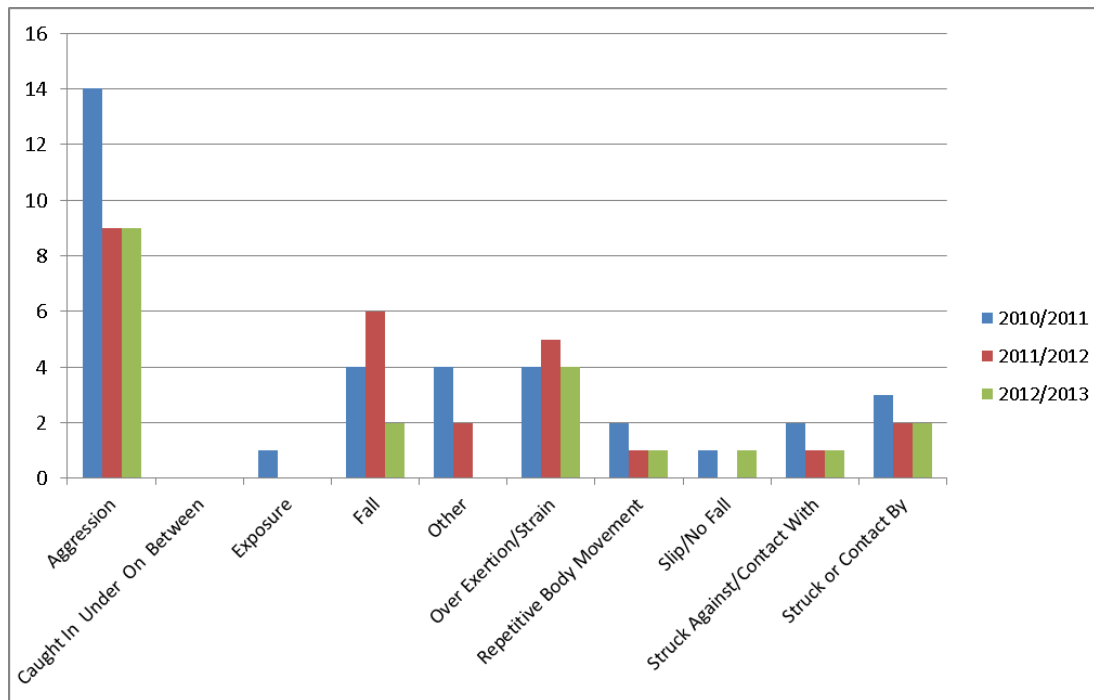


Our prevention approach

- Always have data to back up your discussions
- Monthly, quarterly, yearly reports are run by member by employee group by injury type
- Our role is to facilitate a discussion to hopefully plan necessary interventions
- We have no stick just the ability to hopefully influence better outcomes



Board XYZ EA injuries by type

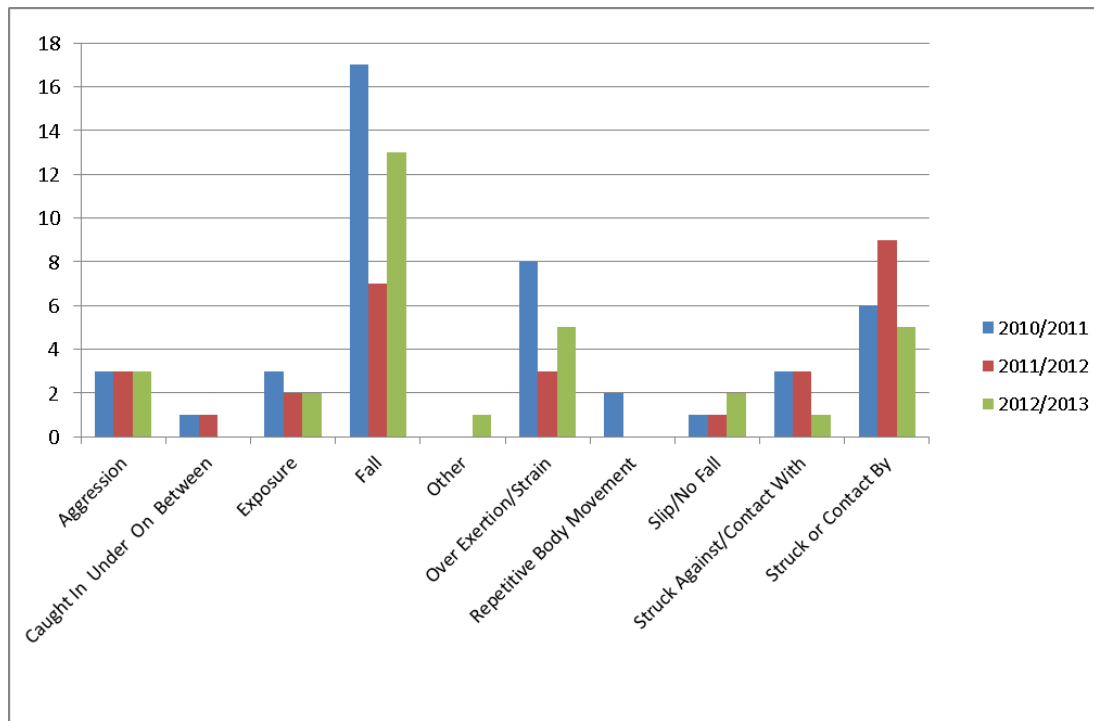


Board XYZ EA injury costs

Types of Incidents/School Year	2010/2011	2011/2012	2012/2013
Aggression	\$822.91	\$1,751.07	\$7,225.61
Caught In Under On Between	\$0.00	\$0.00	\$0.00
Exposure	\$91.81	\$0.00	\$0.00
Fall	\$3,127.57	\$16,383.67	\$4,415.17
Other	\$129.30	\$40.00	\$0.00
Over Exertion/Strain	\$778.10	\$1,942.04	\$380.56
Repetitive Body Movement	\$99.00	\$4,078.30	\$0.00
Slip/No Fall	\$0.00	\$0.00	\$331.42
Struck Against/Contact With	\$3,868.47	\$337.48	\$0.00
Struck or Contact By	\$414.32	\$457.92	\$0.00



Board XYZ Elementary Teacher injuries by type





Smart Start

Safe Work Practices For Educational Assistants



Introduction

- SBCI and your school are committed to ensuring the health and safety of all staff.
- 42% of all lost time injuries in Ontario are due to musculoskeletal disorders (strains and sprains).
- Musculoskeletal disorders are preventable.

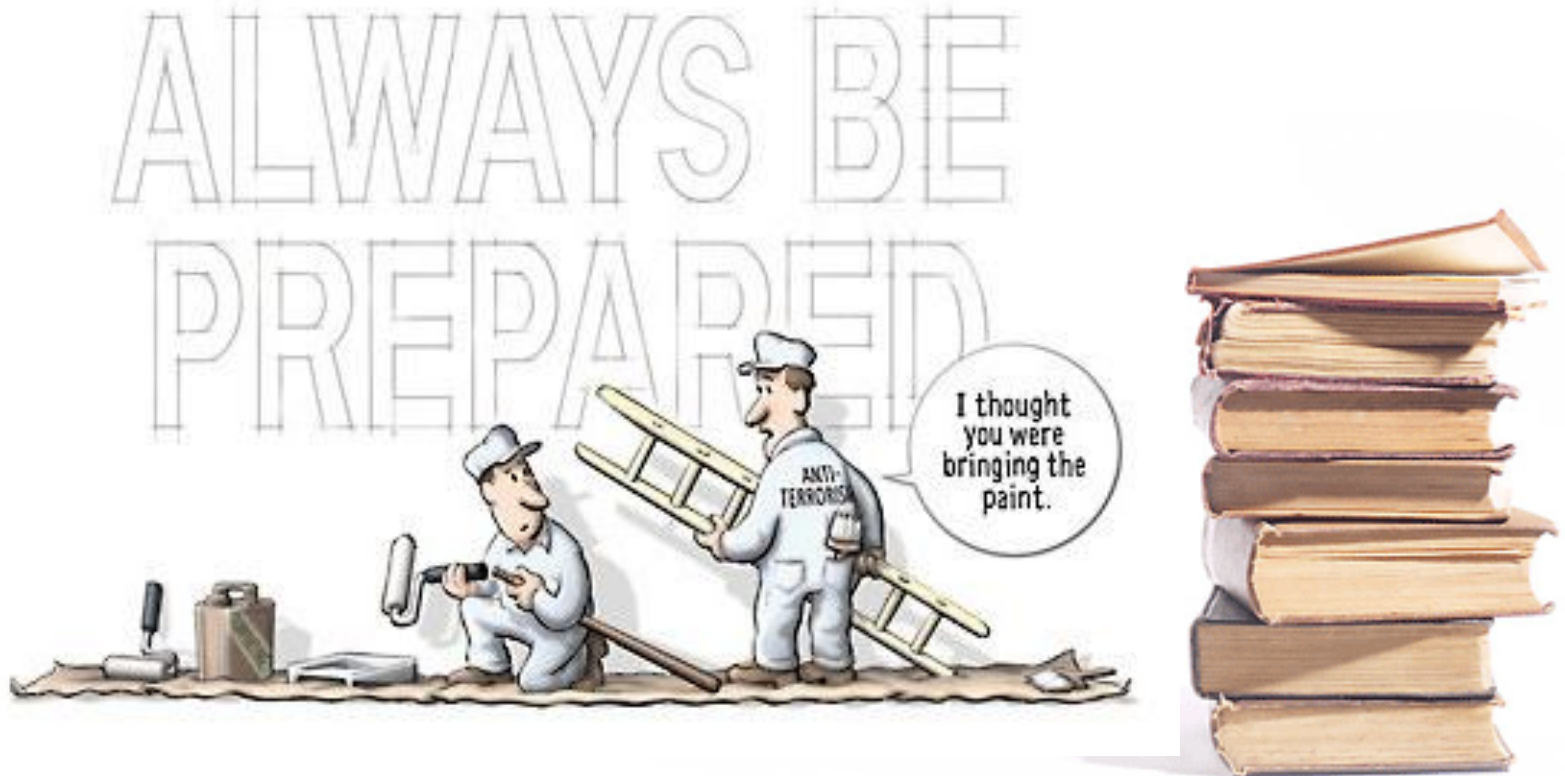


Goals

1. To increase your awareness of health and safety.
2. To explain ergonomics and musculoskeletal disorders.
3. To teach you how to work safely.
4. To teach you about your body and how to take care of it.



Be Prepared, Be Safe



Hazards

- EAs are exposed to a number of different hazards.
- When prepared these hazards are not a problem.
- When unprepared or surprised a hazard can lead to injury.

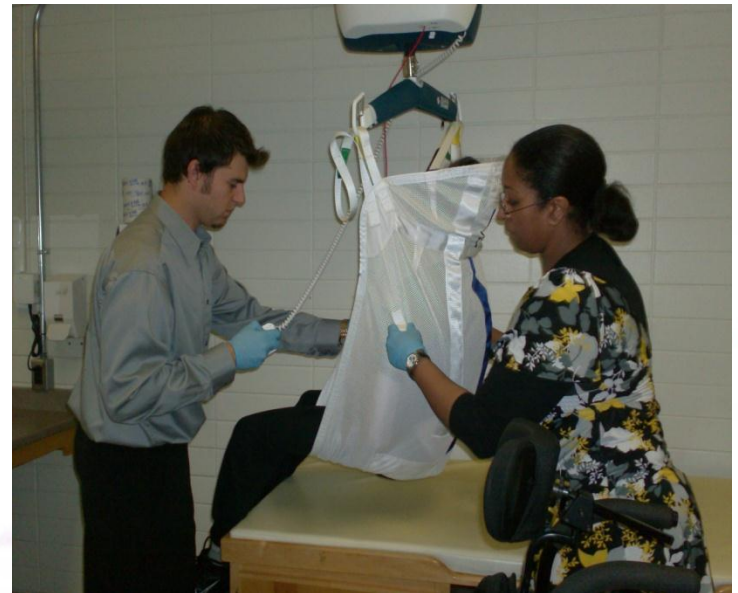


Work Wellness 2010



Transferring Principles

- Transferring a student should always be considered a heavy task.
- Create and preserve transfer situations and avoid lifts.
- Consult with the OT and PT written plan for the student.





Lifting Principles

- Plan ahead and practice lifting and carrying
- Get a grip
- Keep all loads close to the body
- Use your legs and keep your back straight
- Move your feet and avoid twisting
- Cradle loads and bring close to body
- Have the student help if possible
- Ensure student is calm



Partner Lifting

- Make sure that you communicate
- Make sure partner(s) understand their role(s)
- Use good lift techniques
- Balance the load between the lifters
- Adjust the load for lifters who are different heights
- Stand with feet shoulder width apart
- Lift at the same time in preparation for lifting the load
- Push up with your legs keeping the head and shoulders straight as the lift begins
- Time or count when lifting



Pushing and Pulling Wheelchairs

- Ensure that the student is secure before you begin moving.
- Remove any obstacles from your path.
- Prop open doors or get help opening the doors.
- Release brakes.
- Protect shoulders wrists and arms.



Manual Guiding - Ambulatory Students

- Stay close to the student.
- Proceed at a moderate pace.
- Look ahead for hazards.
- Make sure the student is wearing proper footwear.
- For students who pull or jump avoid attempts to restrain them unless there is a risk of harm to the student.
- Use your whole body when guiding, and place your hand on the student's back.



Manual Guiding- Non-Ambulatory Self-Propelled Students

- Ensure that there are no obstacles in the travel path.
- Understand how the wheel chair or assistive device works.
- Be aware of hallway traffic.
- Use the automatic door openers if available.
- Use verbal directives to assist the student to safely maneuver through hallways, doorways etc.
- Get help if necessary to avoid getting stuck and get help if stuck.



Manual Guiding on the Stairs

- When accompanying someone up and down stairs ensure that they use the handrail or wall.



Feeding

- Prepare the student for their meal.
- Use a non slip surface to prevent dishes from sliding.
- Prepare utensils and equipment ahead of time, and ensure that they are fastened/placed correctly.
- Wash your hands and wear gloves.
- Ensure that you have a comfortable seat that allows you to be at the same level as the student when feeding.
- Check the food temperatures for safety.



Hygiene

- Educational Assistants can often be exposed to biological and chemical hazards.
- **Biological Hazards** include blood or other body fluids, fungi, bacteria and viruses, and fecal matter.
- **Chemical Hazards** include cleaning products, solvents, gases and flammable materials like gasoline and solvents.



Field Trips

- Field trips complicate safety because the environment is often uncontrolled.
- You can increase safety by planning ahead and knowing what to do on the trip.



Dressing/Undressing Principles

- Ensure all necessary items are available.
- Always get to the level of the student.
- Ensure the student is calm.
- Talk to the student and tell them are doing as you proceed.
- For small children sit or crouch behind them and reach forward to dress them.
- For larger students you will likely have to move around them.



Desk Work

- Do not sit on child-sized chairs.
- Sit close to students.
- Use a small stool or height adjustable chair for low surfaces.
- Avoid standing and bending at the waist.
- Limit your time, in any one posture.
- When kneeling make sure that there is padding under the knees.



Slips, Trips, Falls

- One of the most common ways of becoming injured.
- Slips and trips lead to falls.



'SO YOU WERE AT WORK WHEN YOU TRIPPED OVER THE HEALTH AND SAFETY OFFICER!'

Preventing Slips, Trips, Falls

- Good Housekeeping
- Appropriate Footwear
- Appropriate Pace

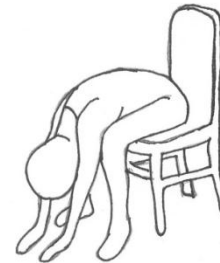
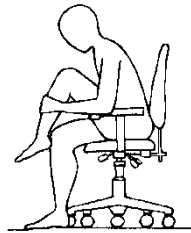
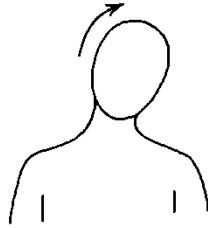
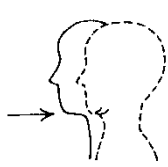


Body Basics – Taking Care of You

- Get Plenty of Rest (8 hours a day)
 - Fatigue increases the risk of injury
- Fuel-up
 - Food is fuel
- Exercise Regularly
 - Stay strong



Stretches



Has it had an impact?

- Given the labour relations issues hard to know
- Knowledge is key anecdotal evidence supports improvements
- Needs to be supported with SOPs and supervision
- Communications the key
- Many boards have not utilized the program to date



Driving injuries

- Though not a huge number of MVAs for school boards, when they happen injuries usually are significant
- Biggest injury source across Canada
- All employers including school boards have to do some driving in the course of their employment
- Very few school boards have recognized driving as a hazard



What is required

- Recognition the work related driving is a hazard
- Approach this hazard like all other hazards
- Create policies and procedures that protect staff
- Provide training as needed
- Follow up as required



SBCI program

- Created “The Road to Safety”, Implementing a Safe Driving Program
- Four step awareness program for school boards
 - 1 Identify hazards
 - 2 Assess hazards
 - 3 Control hazards
 - 4 Follow up



The Road to Safety

- Modelled after WSN program
- In final draft hopefully ready by end of August
- Intended to assist school boards in dealing with the hazard



Other initiatives

- Tech and Science info flips and web based training
- Slip, trip and fall web flip
- New year of general and custodial safety talks

