Baptist Health South Florida

- Private, not-for-profit, health care system
- Employing more than 13,000 - the region’s largest employer
- Five acute care hospitals
- 27 business sites within 150-mile radius
- Six employee health offices
- Wellness Advantage
The mission of Baptist Health is to improve the health and well-being of individuals, and to promote the sanctity and preservation of life, in the communities we serve. Baptist Health is a faith-based organization guided by the spirit of Jesus Christ and the Judeo-Christian ethic. We are committed to maintaining the highest standards of clinical and service excellence, rooted in the utmost integrity and moral practice.

Consistent with its spiritual foundation, Baptist Health is dedicated to providing high-quality, cost-effective, compassionate healthcare services to all, regardless of religion, creed, race or national origin, including, as permitted by its resources, charity care to those in need.
Values

- People
- Compassion
- Excellence
- Integrity and Transparency
- Belief
- Stewardship
Employee Health Services

- Employee Care Hours
- Pre-employment Physicals
- WC Management
- Safe Patient Handling
- Return to Work/Fitness for Duty
- Annual Evaluations
- Surveillance
- Ergonomic Evaluations
# Employee Care Hours FY '09

<table>
<thead>
<tr>
<th>EHS Visits</th>
<th>Sick Visits</th>
<th>WC</th>
<th>PE Phys</th>
<th>Flu Vaccine</th>
<th>PPD</th>
<th>Fit testing</th>
<th>Fitness for duty</th>
<th>WC Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td># of visits</td>
<td>20,065</td>
<td>5,402</td>
<td>2,214</td>
<td>11,158</td>
<td>10,700</td>
<td>8,137</td>
<td>3,249</td>
<td>N/A</td>
</tr>
<tr>
<td>Cost per visit</td>
<td>$100</td>
<td>$75</td>
<td>$120</td>
<td>$25</td>
<td>$30</td>
<td>$40</td>
<td>$100</td>
<td>N/A</td>
</tr>
<tr>
<td>Savings</td>
<td>$2.0M</td>
<td>$405,150</td>
<td>$265,680</td>
<td>$278,950</td>
<td>$321,000</td>
<td>$325,480</td>
<td>$324,900</td>
<td>$12.3M</td>
</tr>
</tbody>
</table>
"We need to invent some kind of Health and safety procedure to go with this thing."

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**Baptist Health South Florida**
Workers’ Compensation

- Self insured
- Significant Savings To BHSF
- Cost Effective Case Management
- Aggressive Job Modification And Return To Work For Injured Employees
- Containment Of WC Cost
Between fiscal year FY06 and FY08 the reported Workers' Compensation cases decreased by 50%. The medical only claims dropped by 77%. Indemnity cases dropped by 25%.
## Workers’ Compensation Cost

<table>
<thead>
<tr>
<th>Baptist Health South Florida</th>
<th>FY06</th>
<th>FY07</th>
<th>FY08</th>
<th>FY09</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workers' Compensation Cases</td>
<td>205</td>
<td>145</td>
<td>88</td>
<td>118</td>
</tr>
<tr>
<td>Average Cost per Case</td>
<td>$1,326</td>
<td>$1,275</td>
<td>$2,089</td>
<td>$5,931</td>
</tr>
<tr>
<td>Annual State Payment for Workers’ Compensation Fund</td>
<td>$323,940</td>
<td>$283,285</td>
<td>$221,687</td>
<td>$200,357</td>
</tr>
<tr>
<td>Average Lost days per Case</td>
<td>11.2</td>
<td>6.6</td>
<td>6.1</td>
<td>24.5</td>
</tr>
</tbody>
</table>
# Benchmarking

## Workers Compensation Measures as Compared to 2009 EMPAQ Comparative Data

<table>
<thead>
<tr>
<th>Measure</th>
<th>2008 Data</th>
<th>Healthcare Mean</th>
<th>Size Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Claim Incidence per 100 FTEs</td>
<td>.8</td>
<td>5.3</td>
<td>5.4</td>
</tr>
<tr>
<td>WC Cost per FTE</td>
<td>$ 92</td>
<td>$ 236</td>
<td>$ 492</td>
</tr>
<tr>
<td>New Indemnity Claim Percentage</td>
<td>45.5%</td>
<td><strong>24%</strong></td>
<td><strong>27.5%</strong></td>
</tr>
<tr>
<td>WC Cost per Closed Claim</td>
<td>$ 10,968</td>
<td>$ 6,635</td>
<td>$ 9,158</td>
</tr>
<tr>
<td>WC Cost per Active Claim</td>
<td>$ 6,813</td>
<td><strong>$ 5,262</strong></td>
<td><strong>$ 7,204</strong></td>
</tr>
</tbody>
</table>
Safe Patient Handling

57.3% Reduction in OSHA Lost/Restricted Work Days

Lost Days  Modified Duty Days  Total Days

2004  2005  2006  2007  2008  2009

Lost Days  Modified Duty Days  Total Days
Ergonomic Evaluation of Environmental Services

Safety issues identified include using the wastebasket as a step stool.
Ergonomic Evaluation of Environmental Services

- First Shift Staff had overflowing Linen when they arrived to work in the AM.
- More Linen is used on Monday, Wednesday and Friday and is not routinely changed on Tuesday and Thursday for patients with a longer length of stay.
Ergonomic Evaluation of Environmental Services

- Risk factor: Flexion/Extension & Abduction/Rotation of the shoulder

- Risk factor: Flexion/Extension of the forearm/elbow
Ergonomic Evaluation of Environmental Services

- Awkward/extreme posture and high frequency when wiping vertical surfaces; wringing the rags and using the mop wringer

- Repetitive wringing the cleaning rags used and manipulating the rag to wipe curved surfaces such as bed rails
Ergonomic Evaluation of Environmental Services
Ergonomic Evaluation of Environmental Services
# Sharp Injuries

<table>
<thead>
<tr>
<th></th>
<th>FY 2006</th>
<th>FY 2007</th>
<th>FY 2008</th>
<th>FY 2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>158</td>
<td>143</td>
<td>93</td>
<td>79</td>
</tr>
<tr>
<td>Per 1000 Pt days</td>
<td>4.8</td>
<td>4.5</td>
<td>2.9</td>
<td>1.8</td>
</tr>
</tbody>
</table>
Health Promotion and Wellness

- Health Risk Assessment and Screening
- WT Management Initiatives
- Employee Pharmacy
- Smoking Cessation and Tobacco Free Campuses
- Free Medical Care
Weight Management Initiatives

- Wt Watchers at Work
- Winning at Wt Loss
- Ten in Ten
- Families Step Up
- The Pediatric Wt Loss Program
- Ask a Dietitian
- Trans Fat Free
- Wellness Advantage Meals
- Wellness Vending
- Free Walking Classes
- Free Fitness Centers
- Corporate Run
Smoking Cessation Programs

- Triumph
- Mayo Clinic Tobacco Quit Line
- Florida Quit for Life Line
- American Lung Association 12 Steps
- Online Resources
- Stop Smoking Reimbursement
- Physician Referral Services
- Counseling from Wellness Advantage
### Triumph Smoking Program

<table>
<thead>
<tr>
<th></th>
<th>BHM</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3 months</td>
<td>6 months</td>
<td>9 months</td>
<td>1 year</td>
<td></td>
</tr>
<tr>
<td>Group 1</td>
<td>7/9 (78%)</td>
<td>4/9 (44%)</td>
<td>4/9 (44%)</td>
<td>3/9 (33%)</td>
<td></td>
</tr>
<tr>
<td>Group 2</td>
<td>3/6 (50%)</td>
<td>3/6 (50%)</td>
<td>3/6 (50%)</td>
<td>3/6 (50%)</td>
<td></td>
</tr>
<tr>
<td>Group 3</td>
<td>7/9 (77%)</td>
<td>5/9 (56%)</td>
<td>4/9 (44%)</td>
<td>3/9 (33%)</td>
<td></td>
</tr>
<tr>
<td>Group 4</td>
<td>7/13 (54%)</td>
<td></td>
<td></td>
<td>IN PROGRESS</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>SMH</th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3 months</td>
<td>6 months</td>
<td>9 months</td>
<td>1 year</td>
<td></td>
</tr>
<tr>
<td>Group 1</td>
<td>6/6 (100%)</td>
<td>4/6 (67%)</td>
<td>4/6 (67%)</td>
<td>4/6 (67%)</td>
<td></td>
</tr>
<tr>
<td>Group 2</td>
<td>6/7 (85%)</td>
<td>5/7 (71%)</td>
<td>5/7 (71%)</td>
<td>5/7 (71%)</td>
<td></td>
</tr>
<tr>
<td>Group 3</td>
<td>11/12 (91.6%)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3 months</td>
<td>6 months</td>
<td>9 months</td>
<td>1 year</td>
<td></td>
</tr>
<tr>
<td>Group 1</td>
<td>4/4 (100%)</td>
<td>4/4 (100%)</td>
<td>4/4 (100%)</td>
<td>3/4 (75%)</td>
<td></td>
</tr>
</tbody>
</table>
Wellness Advantage

2005 - 2009 Personal Wellness Profiles

Total PWP

FY05 FY06 FY07 FY08 FY09
HTN Pilot Program

Participant A
Participant B
Participant C
Participant D
Participant E
Participant F
Participant G
Participant H
Participant I
Participant J
Participant K
Participant L

BP 12 Diastolic
BP 12 Systolic
BP 6 Diastolic
BP 6 Systolic
BP 1 Diastolic
BP 1 Systolic

0 50 100 150 200
Future

- Leadership Support
- Integration of Health and Safety Initiatives
- Culture of Wellness
- Environmental Stewardship
- Benchmarking
- Continuous Improvement in education and injury prevention
- Continuous Protection against Health Hazards in the work environment.
Baptist Health South Florida

Please Visit us Online at:
www.Baptisthealth.net