Best Corporate Health Programs
AOHC, Chicago

April 17th, 2002

Bristol-Myers Squibb

Colin Baigel, M.D.
Corporate Medical Director
Bristol-Myers Squibb

A Global Pharmaceutical Company with related Healthcare Businesses with over 45,000 Employees

% of 2001 Global Sales*

Worldwide Medicines ............................... 86%
  ◆ Prescription Pharmaceuticals
  ◆ Consumer Medicines

Nutritionals ................................. 10%
  ◆ Mead Johnson

Medical Devices .............................. 4%
  ◆ ConvaTec
    (ostomy & modern wound care)

*As of 12/2001
Health & Fitness
Environmental, Health & Safety

Peter R. Dolan
Chairman & CEO

Stephen E. Bear
Sr. VP
Human Resources

Colin Baigel, MD
Corporate Medical Director

John L. Skule
Sr. VP
Corp. & Environmental Affairs

Susan Voigt
VP
Environment, Health & Safety and Corp. Product Quality
Mission ...
To extend and enhance human life

Pledge ...
To Our Colleagues ...
We acknowledge our obligation to ...
Provide a clean and safe work environment ...

To the Communities Where We Live and Work ...
We pledge... constructive action that supports a clean and healthy environment ...
Health & Fitness (H&F) Mission

To extend and enhance the health and well being of our people

Environmental Health & Safety (EHS) Policy

BMS is committed to protecting the environment and the health and safety of our employees, our customers, and the public. We strive to conduct our activities in an environmentally-sustainable manner, taking into consideration the complex and interconnected relationship of our ecosystem.
Joint Objectives of H&F / EHS – Examples

- Prevention of occupational injury and illness
- Proactive industrial toxicological program, setting exposure guidelines for compounds in development
- Early detection of possible occupationally related health effects through extensive medical surveillance programs
- Documentation of the efficacy of exposure controls
- Assessment of employee’s medical fitness to engage in the task
- Policies and Guidelines – Reproductive Health, Allergies, Cytotoxic Drug Handling, Ergonomics etc.
- Reassurance to employees, management, and the communities in which we operate regarding the lack of ill effects from our operations
- Risk communication
- Regulatory compliance
BMS Medical and Safety
Partnering Leadership Initiative

Purpose
- Dramatically improve safety performance to achieve world class status (top 25% of comparable companies)

Goal
- Create a “zero accident culture” where all employees strive to maintain an accident free workplace and extend safety principles to the home environment

Critical Success Factors
- Link to BMS company Pledge
- Consistent message and focus
- Management visibility, involvement and leadership
- Full employee involvement and awareness
- Accountability for performance at all levels
- Integration into key business performance indicators
Medical Department Roles

Prevention

- Training, education, health fairs, policies and guidelines and other means of enhancing employee awareness

Evaluation

- Periodic health examinations, including surveillance exams, for all employees who may have occupational exposures
- Work-site evaluations in conjunction with Safety and I.H.

Acute Treatment

- Emergency and urgent care
- Regular care for work related conditions

Long-term Case Management

- Maintain active control of W/Comp where feasible
- Active programs to accommodate an early return to work and/or restricted duty (TAWD)
Approach to Ergonomic Injuries

- Proactive education of workforce including health and safety personnel
  - Early recognition of cumulative trauma symptoms
  - Workstation design, ergonomic analysis
  - Exercise programs

- Clinical assessment and conservative therapy
  - Nocturnal wrist splints
  - Anti-inflammatory medications
  - Physical therapy

- Surgical intervention rate has been sharply reduced by conservative treatment approach
New Brunswick Onsite Physical Therapy

Upper Extremity

- **Average Duration of Visits**
  - On Site: 11 Treatments
  - Off Site: 19 Treatments

Back

- **Average Duration of Treatment**
  - On Site: 9 Treatments
  - Off Site: 16 Treatments
Workers’ Comp – Ergonomic Diagnoses

Number of Claims

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Claims per 100 Employees

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Workers’ Comp Costs – Ergonomic Diagnoses

$ Cost of Ergonomic Claims

Year


1,279 831 873 730 533 296

$ Cost per 100 Employees

Year


6,013 3,728 4,469 3,096 2,393 1,564
Workers’ Comp Total Claims Cost

Estimated Total Cost

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Estimate Total Cost per Employee

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OSHA Total Rates

OSHA Total Recordable Rate

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Lost Workday Rate

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2010 Targets for Medical and Environment Health and Safety

Principles:

- continuous improvement
- leadership expectations
- environmental stewardship

Specific safety performance targets:

- 50% reduction in total recordable and lost work day case rates
- maintain performance in top 25% of similar companies
Future Trends

- Continue strong emphasis on “zero accident” culture at work and at home
- Ensure visibility of 2010 goals
- Management support and employee involvement
- Evaluating possible future use of leading indicators e.g.
  - Numbers of employees trained
  - Percentage of site self-inspections
  - Number of “near misses”
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