

# 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

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

**Colin Baigel, MD**  
Corporate  
Medical Director

**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)

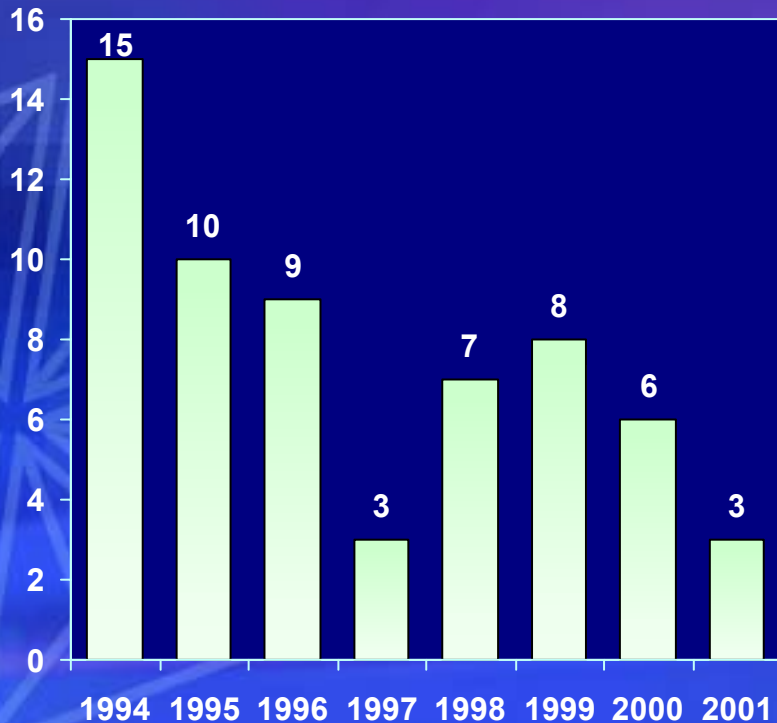


# Approach to Ergonomic Injuries

- ◆ 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



## Back



## Average Duration of Visits

On Site      11 Treatments  
Off Site     19 Treatments

## Average Duration of Treatment

On Site      9 Treatments  
Off Site     16 Treatments

# Lawrenceville, NJ

## Workstation Analyses & Ergonomic Injuries



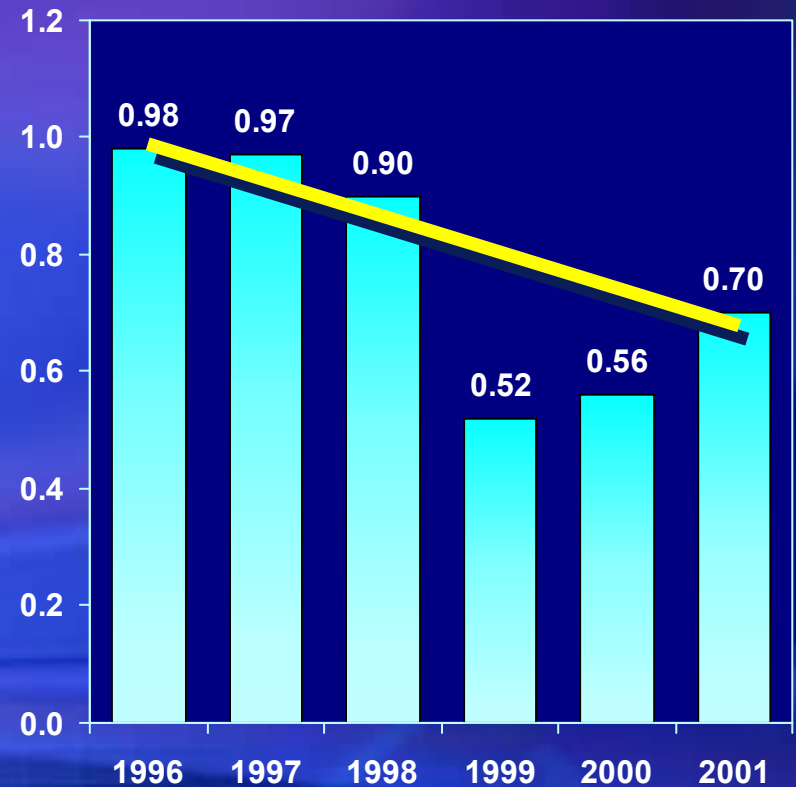
# Workers' Comp – Ergonomic Diagnoses

## Number of Claims



Year

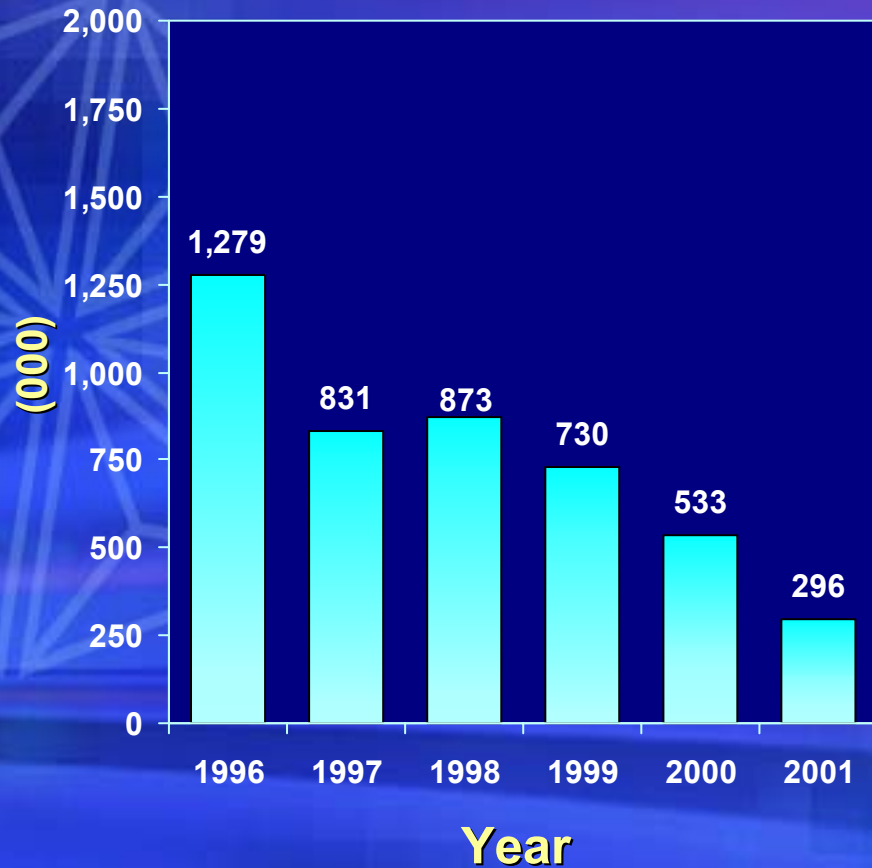
## Claims per 100 Employees



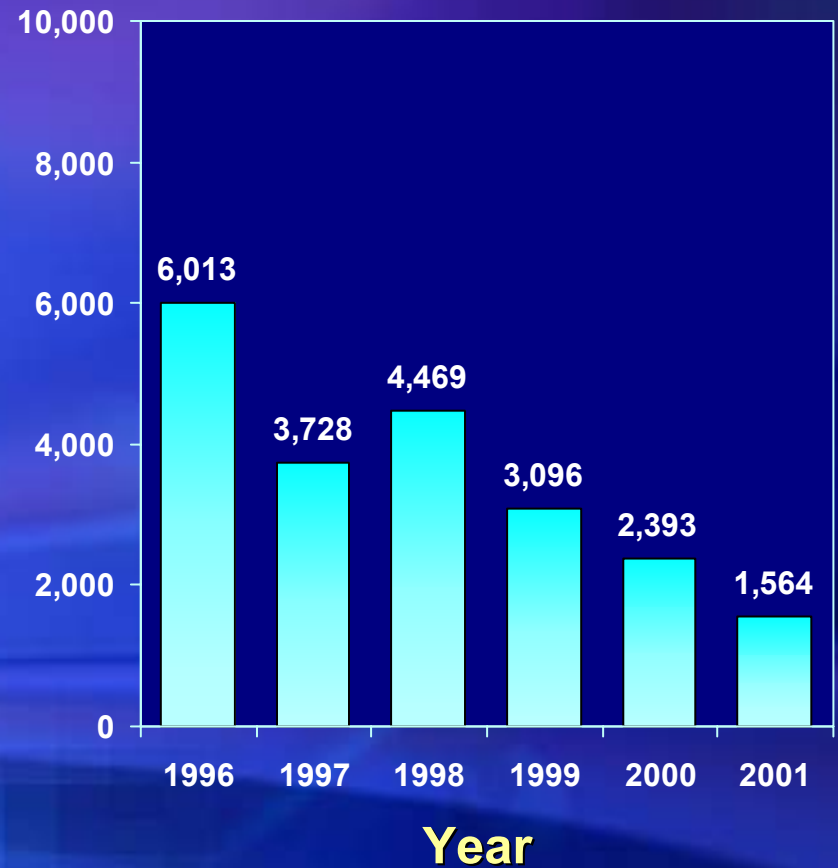
Year

# Workers' Comp Costs – Ergonomic Diagnoses

## \$ Cost of Ergonomic Claims

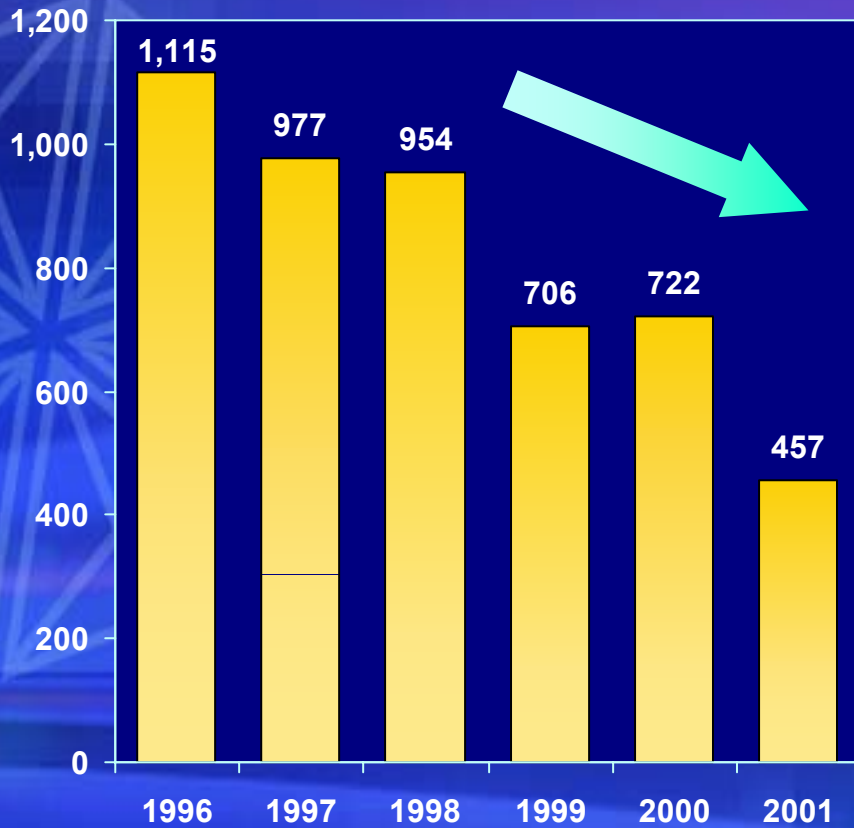


## \$ Cost per 100 Employees



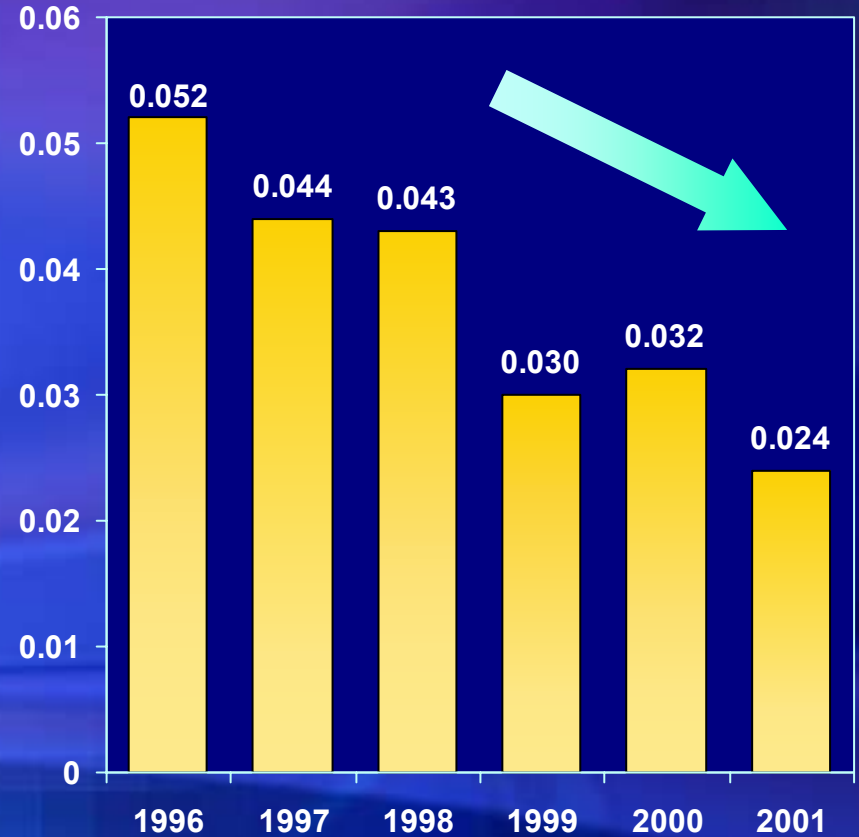
# Total Workers' Comp Claims

## No. of Claims at 12 Months



Accident Year

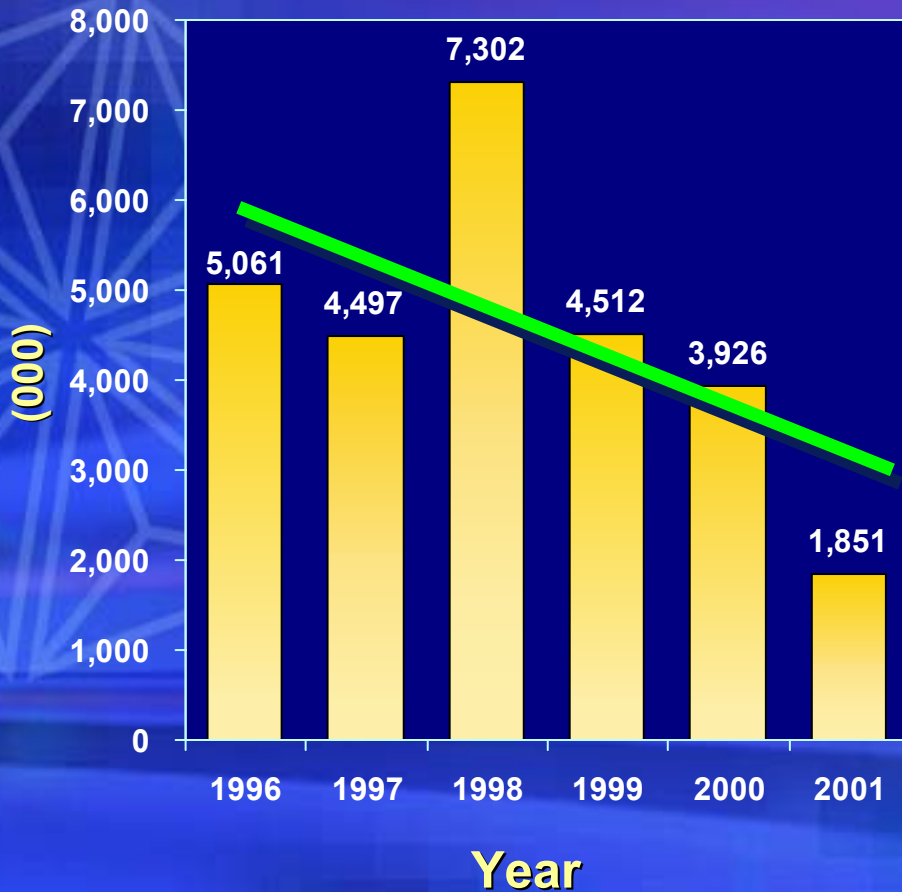
## Claims per Employee at 12 Months



Year

# Workers' Comp Total Claims Cost

## Estimated Total Cost

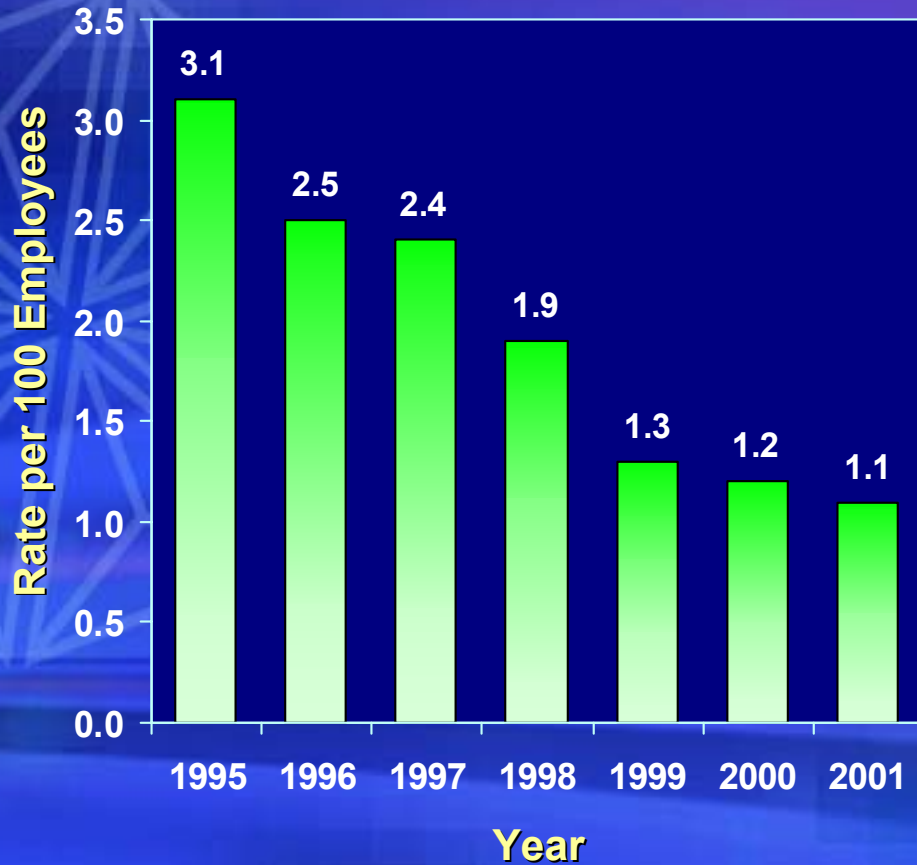


## Estimate Total Cost per Employee

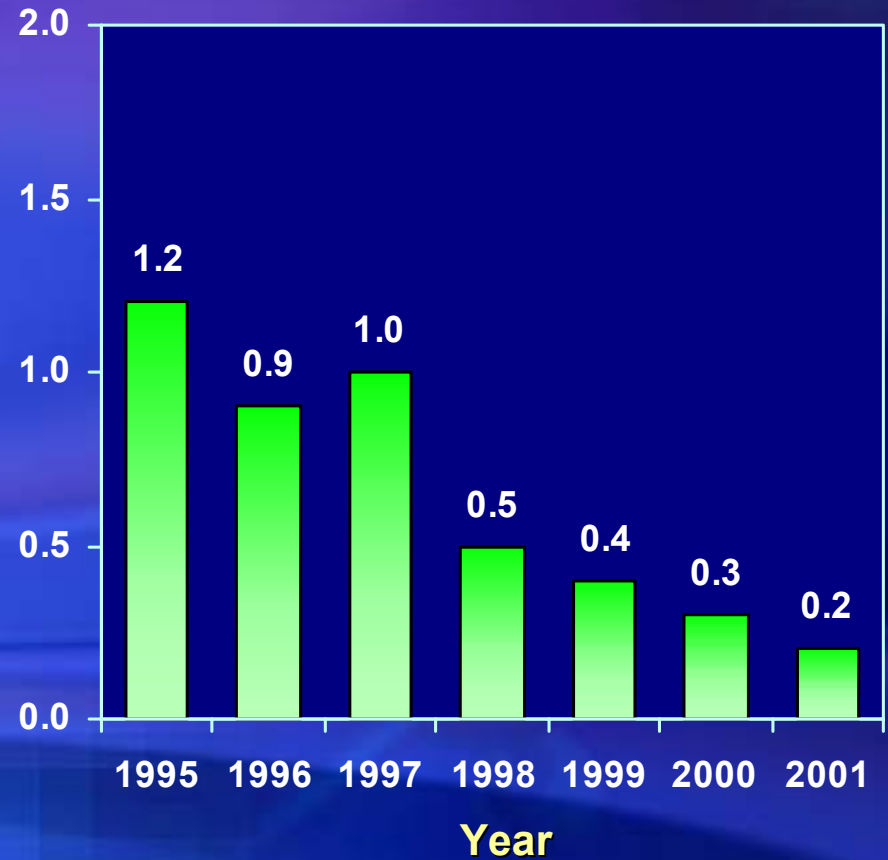


# OSHA Total Rates

## OSHA Total Recordable Rate



## Lost Workday Rate





# 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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