



AOHP 2015 NATIONAL CONFERENCE EDUCATION SESSION ABSTRACTS

2015W001

September 9, 2015 8:00 am - 5:30 pm

8-hour Workshop *Level: Basic*

Title: Getting Started in Occupational/Employee Health

Presenters: Carolyn Amrich, RN, COHN, Denise Knoblauch, BSN, RN, COHN-S/CM and Christine Pionk, MS, RN, COHN-S

Topic Overview: This comprehensive, informative presentation is designed for the occupational health professional new to the field. The eight-hour didactic course was developed from the *Getting Started* manual, which is updated every two years by the AOHP organization. Course content includes valuable resources, encourages interactive discussion and is presented by a team of knowledgeable experts. All participants will receive the 2014 edition of the *Getting Started* resource manual in CD format.

Objectives:

1. Describe how the occupational health professional interacts in the healthcare facility's organizational structure.
2. Discuss areas of medical/legal confidentiality in occupational health.
3. Identify federal, state and local regulatory requirements as related to job placement, physical hazards, and biological and chemical exposures.
4. Review current infection prevention and control practices related to infectious diseases.
5. Describe strategies to utilize health teaching in infection prevention and control, and safety.
6. Discuss the effectiveness of case management in loss control.
7. Explain how to communicate the value of the occupational health professional's service and continuous performance improvement.

Speaker Bios:



Carolyn Amrich has served as the Manager of Occupational Health & Wellness at Children's Medical Center in Dallas, TX since 1991. Her department has expanded from Employee Health Services to Occupational Health and Wellness throughout the past 20+ years. She began as the sole employee and now supervises five nurses, one medical assistant, a human resources associate and the workers' compensation administrator. She chairs the Blood Exposure Task Force and participates on the Infection Control Committee, Bioterrorism Readiness Task Force, Safety Committee, Surgical and Medical Value Analysis, Quality Patient Safety Subcommittee and the Workers' Compensation Committee. Amrich earned her COHN in 2000 and her RN from the Bethel Deaconess School of Nursing in Newton, KS in 1968. An active member of AOHP, she currently serves on the Education Committee and previously served as the Region 2 Director.



Denise Knoblauch is a case manager in occupational health with more than 23 years of experience as an occupational health professional in healthcare. She began her career as a lone employee health nurse in a small rural hospital and transitioned to an urban medical center which provides occupational health services to medical center employees and 500 companies. She has experience as a staff nurse, infection control nurse, clinic coordinator and case manager, and developed the case manager model in her department. Her current role is working for an insurance company as a telephonic case manager. An active AOHP member on the local and national levels, Knoblauch fills many leadership roles, including current Co-chair of the Continuing Education Committee and Co-instructor for *Getting Started on the Road*. She is leading the Strategic Planning Committee to develop Beyond Getting Started programs. She also presents on many occupational health topics nationally, regionally and locally, and was a co-researcher of a nursing research project focused on reducing injuries via nutritional education in the Housekeeping Department. She is a board certified Occupational Health Nurse Specialist and Case Manager from ABOHN.



Christine Pionk has worked in a hospital occupational health setting as a Nurse Practitioner for 23 years. Her responsibilities include evaluation and treatment of work-related injuries/illnesses and evaluation of selected primary care injuries/illnesses. She has been a member of several committees, including the Infection Control Committee and Sharps Task Force. She also precepts graduate nursing students in the Primary Care Nursing Program. Pionk served as Lead Editor for the 2014 edition of the *Getting Started* manual. Providing care for the caregivers continues to be an extremely rewarding role!

2015W002

September 9, 2015 8:00 am - 10:00 am

2-hour Workshop *Level: Advanced*

Title: Effective Employee Accident Investigation

Presenter: Stephen A. Burt, MFA, BS

Topic Overview: Healthcare facilities are potentially dangerous work environments, and while proper training, engineering controls and administrative precautions can help to effectively manage risk, employee accidents can and do happen. Accidents are inevitable in today's healthcare workplace. Even with the best loss control program, employees still can be hurried or distracted. Employee accidents, while unfortunate, present an opportunity to improve the performance of a healthcare facility's safety program. Properly conducted accident investigations provide solutions to many workplace hazards. Participants will learn a simple methodology for determining the root cause of workplace accidents and utilize a six-step process for an effective employee accident investigation program that will help to identify root causes, prescribe appropriate corrective measures and implement performance metrics to ensure a safer workplace. Accident investigation analysis will include investigation strategy, witness questioning, evidence gathering, critical decision points and effective legal documentation.

Objectives:

1. Describe a six-step process for an effective employee accident investigation program to ensure a safer workplace.
2. Explain the components of an effective facility safety program.
3. Discuss the root cause analysis to conduct thorough investigations of employee accidents.

4. Describe a six-step process for an effective employee accident investigation program.



Speaker Bio: Stephen A. Burt is President and CEO of Healthcare Compliance Resources, an affiliate of Woods Rogers Consulting, a company developing and delivering strategic solutions to today's healthcare regulatory compliance problems. From 1981 to 1994, as Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA,) he was responsible for OSHA, EPA and Joint Commission compliance and was awarded the prestigious American Hospital Association's Phoenix Award in 1988. During this time, he served as non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC.) Most recently, he served two years as the Corporate Administrator of Employee Safety for Inova Health System in Falls Church, VA, with responsibility in employee health and for OSHA compliance. Burt conducts over 30 full-day OSHA, HIPAA and employee health seminars annually for the University of North Carolina, Duke University, East Carolina University, the Association of Occupational Health Professionals in Healthcare, the Virginia Hospital and Healthcare Association, and the American Hospital Association, among others. He is a member of the Virginia Chapter Board and serves on the Government Affairs Committee. Burt is the Past Executive Vice President of AOHP.

2015W003

September 9, 2015 8:00 am - 10:00 am

2-hour Workshop *Level: Intermediate*

Title: The Role of the OHN – Involving Healthcare Reform

Presenter: Barb Maxwell, MHA, RN, COHN-S, CCM, CWCP, QRP, FAAOHN

Topic Overview: The Affordable Care Act will now focus on quality and reimbursements to organizations based on outcomes for patients as opposed to volumes. New quality and compliance requirements will be the focus on transitioning all organizations to becoming Accountable Care Organizations as the nation's healthcare delivery system moves from the hospital clinic to the home, workplace and school. Occupational health nurses need to recognize now how their roles may change due to this shift in focus that will affect their worker population.

Objectives:

1. List two attributes the occupational health nurse must portray when setting healthcare reform goals for the occupational health team.
2. Describe the role of the occupational health nurse when dealing with healthcare reform and the effects it will have on employees.
3. Explain the importance of the occupational health nurse's understanding of healthcare benefits during this era of healthcare reform.



Speaker Bio: Barb Maxwell has extensive experience and expertise as a registered nurse specializing in emergency medicine, occupational medicine and workers' compensation. She has served as faculty for educational institutes, lectures on the national, state and local levels, and is very active in AOHP. Maxwell served as a contributing author for Dr. Nancy Menzel's book *Workers' Comp Management From A to Z*. She established and developed a comprehensive hospital-based occupational health program in 1986, and in 1996, through a team effort, took the program from a local hospital entity to a statewide presence. Her responsibilities include facility site assessments, education of licensed practitioners, program implementation and development, as well as operations.

Currently, she is responsible for the management of operations of Occupational Health Services for 16 acute care facilities in the West Florida Division for HCA. Maxwell received her RN from St. Luke's Hospital School of Nursing, Kansas City, MO and a Master of Science in Health Administration from the University of St. Francis, Joliet, IL.

2015W004

September 9, 2015 10:10 am - 12:10 pm

2-hour Workshop *Level: Advanced*

Title: Reporting Workplace Injuries and Illnesses Electronically - Good Idea or Bad Idea?

Presenter: Stephen A. Burt, MFA, BS

Topic Overview: On November 7, 2013, the Occupational Safety and Health Administration (OSHA) issued a proposed rule it claims will improve workplace safety and health through improved tracking of workplace injuries and illnesses. The proposal will amend OSHA's recordkeeping regulations to require the electronic submission of injury and illness information employers are already required to keep under OSHA's regulations for recording and reporting occupational injuries and illnesses. The proposed rule amends the regulation on the annual OSHA injury and illness survey of 10 or more employees to add three new electronic reporting requirements and aims to use data to prevent work-related injuries and illnesses by encouraging employers to identify and abate hazards in their workplaces before workers get hurt and without OSHA making an inspection.

OSHA intends to make all injury and illness data publicly available through a searchable database. Only information protected by the Freedom of Information Act, the Privacy Act, certain provisions of the Recordkeeping Rule (which protect the privacy of cases involving mental illness, certain illnesses or sexual assault,) and the injured employees' names will be kept private. The increased availability of data will also enable employers and employees to compare their injury rates with others in the same industry. While OSHA emphasizes that the proposed regulation will not alter employers' basic recordkeeping duties, it will dramatically change the way that OSHA uses injury and illness data to select employers for inspections, and it will provide unions, community activists, plaintiffs' lawyers and competitors with easy access to that data as well.

Objectives:

1. Review major changes to the OSHA recordkeeping standard.
2. Explain how the proposed rule would be phased in, starting with high hazard facilities having a days away from work, restricted work activity, or job transfer (DART) rate of 2.0 or above.
3. Discuss the basics of recordkeeping and how to determine if an injury/illness is reportable.
4. Discuss why many trade groups are against the proposed changes through analysis of the Top Five Impacts to Industry.



Speaker Bio: Stephen A. Burt is President and CEO of Healthcare Compliance Resources, an affiliate of Woods Rogers Consulting, a company developing and delivering strategic solutions to today's healthcare regulatory compliance problems. From 1981 to 1994, as Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA,) he was responsible for OSHA, EPA and Joint Commission compliance and was awarded the prestigious American Hospital Association's Phoenix Award in 1988. During this time, he served as non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC.) Most recently, he served



two years as the Corporate Administrator of Employee Safety for Inova Health System in Falls Church, VA, with responsibility in employee health and for OSHA compliance. Burt conducts over 30 full-day OSHA, HIPAA and employee health seminars annually for the University of North Carolina, Duke University, East Carolina University, the Association of Occupational Health Professionals in Healthcare, the Virginia Hospital and Healthcare Association, and the American Hospital Association, among others. He is a member of the Virginia Chapter Board and serves on the Government Affairs Committee. Burt is the Past Executive Vice President of AOHP.

2015W005

September 9, 2015 10:10 am - 12:10 pm

2-hour Workshop *Level: Intermediate*

Title: Leadership Attributes as a Professional in the Business World

Presenter: Barb Maxwell, MHA, RN, COHN-S, CCM, CWCP, QRP, FAAOHN

Topic Overview: Leadership attributes are critical in today's ever changing healthcare processes. Occupational health professionals need to understand the characteristics of our culture in today's workplace. The understanding of an organization's mission and vision are essential in leading any organization today. This presentation will demonstrate for participants how to be Change Agents for their organizations by connecting the cultural aspects of their organizations into daily work tasks to achieve increased functionality in their Occupational Health Departments.

Objectives:

1. Discuss two essential characteristics of a culture of ownership.
2. Explain why mission/vision/ values are essential in leadership today.
3. Describe three attributes on why building a culture of ownership is important.
4. Interpret the leadership function in the operations of Occupational Health Services.



Speaker Bio: Barb Maxwell has extensive experience and expertise as a registered nurse specializing in emergency medicine, occupational medicine and workers' compensation. She has served as faculty for educational institutes, lectures on the national, state and local levels, and is very active in AOHP. Maxwell served as a contributing author for Dr. Nancy Menzel's book *Workers' Comp Management From A to Z*. She established and developed a comprehensive hospital-based occupational health program in 1986, and in 1996, through a team effort, took the program from a local hospital entity to a statewide presence. Her responsibilities include facility site assessments, education of licensed practitioners, program implementation and development, as well as operations. Currently, she is responsible for the management of operations of Occupational Health Services for 16 acute care facilities in the West Florida Division for HCA. Maxwell received her RN from St. Luke's Hospital School of Nursing, Kansas City, MO and a Master of Science in Health Administration from the University of St. Francis, Joliet, IL.

2015W006

September 9, 2015 8:00 am - 12:10 pm

4-hour Workshop *Level: Intermediate*

Title: A Practical Guide for Developing, Maintaining and Enhancing Your Safe Patient Handling Program



Presenters: Kent Wilson, CIE, CSPHP and Patricia Wawzyniecki, MS, CSPHP

Topic Overview: This workshop will offer recommendations and advice from individuals who have experience with implementing and sustaining a safe patient handling program (SPH,) from start-ups to seasoned programs at single locations as well as multi-facility systems. The presentation will be targeted to those who have a management role for SPH in an acute care environment who want to start a SPH program from the beginning or to build upon a program that is well established but needs updating. Practical examples and tools will be presented that will be useful in a clinical setting. The workshop will be a combination of lecture, group interaction and exercises, including a review of case studies and assessment tools. Attendees will be encouraged to bring their tough SPH problems to the workshop for discussion.

Objectives:

1. Identify strategies for planning, implementing and sustaining a Safe Patient Handling (SPH) program.
2. Identify key elements to include in SPH policy and procedure.
3. Explain how to conduct reliable and valid risk assessments and control selections.
4. Identify practical next steps to existing SPH challenges.



Speaker Bios: Kent Wilson has performed ergonomic and safety evaluations for dozens of healthcare facilities around the country. He is a Certified Ergonomist who takes an active role in the development of regulatory standards. Wilson is a full member of the Human Factors and Ergonomics Society, The National Safety Council and The American Industrial Hygiene Association, as well as an active participant on their Ergonomic and Healthcare committees. He is Past President of the Association of Safe Patient Handling Professionals.



Patricia Wawzyniecki has 25 years' experience in employee health and safety as an Industrial Hygienist and Ergonomist. She has held positions at OSHA, aerospace manufacturers, and a university health and research center, and is now a program manager for Hovertech International. Wawzyniecki became a Certified Safe Patient Handling Professional in 2012 and has spoken on safe patient handling at state and national conferences. She has also been an instructor in the principles of lean manufacturing and patient safety. She has held the designation of CIH (Certified Industrial Hygienist) from her early years working as an industrial hygienist.

**The Association of Safe Patient Handling Professionals (ASPHP) proudly acknowledges its relationship with AOHP and recognizes the contact hours for this course in meeting continuing education requirements for its professional certification process.*

2015W007

September 9, 2015 1:10 pm - 3:10 pm

2-hour workshop *Level: Intermediate*

Title: Beyond Getting Started-Business Model Skills

Presenter: Denise Knoblauch, BSN, RN, COHN-S/CM

Topic Overview: The "Beyond Getting Started" Business Skill program has been developed for the occupational health professional who has some experience in the field of occupational health and is

ready to move “Beyond Getting Started.” Attendees will gain confidence by formulating how to write a plan, present it to leadership and evaluate results. This program will identify tools needed to demonstrate cost savings, cost avoidance, and practices to justify program expense, growth and/or change. Learn how to leverage leadership to implement best practices and become the subject matter expert for occupational health.

Objectives:

1. Identify components of defining a problem related to occupational health.
2. Review the steps in identifying the customer(s) and their needs.
3. Describe the business plan, including the importance of appropriate data collection and presentation.
4. Review the steps of an effective measurement plan.
5. Explain the importance of best practices in occupational health.



Speaker Bio: Denise Knoblauch is a case manager in occupational health with more than 23 years of experience as an occupational health professional in healthcare. She began her career as a lone employee health nurse in a small rural hospital and transitioned to an urban medical center which provides occupational health services to medical center employees and 500 companies. She has experience as a staff nurse, infection control nurse, clinic coordinator and case manager, and developed the case manager model in her department. Her current role is working for an insurance company as a telephonic case manager. An active

AOHP member on the local and national levels, Knoblauch fills many leadership roles, including current Co-chair of the Continuing Education Committee and Co-instructor for *Getting Started on the Road*. She is leading the Strategic Planning Committee to develop Beyond Getting Started programs. She also presents on many occupational health topics nationally, regionally and locally, and was a co-researcher of a nursing research project focused on reducing injuries via nutritional education in the Housekeeping Department. She is a board certified Occupational Health Nurse Specialist and Case Manager from ABOHN.

2015W008

September 9, 2015 1:10 pm - 3:10 pm

2-hour Workshop *Level: Basic*

Title: There is a Method to the Ergonomic Madness-How Methodology and Consistency Assure a Successful Outcome in Ergonomics

Presenters: Alison Heller-Ono, MSPT, CPDM, CIE, CPE

Topic Overview: Do you know how to evaluate an ergonomic chair for best fit and comfort? Do you know how to identify proper workstation set-ups for all ranges of users, including standing stations? Are you self-taught in ergonomics and think you know how to evaluate someone at work? This presentation will show participants the best way to evaluate healthy office workers at a computer workstation using an easy five-step methodology, and to identify if the ergonomic chair is a good fit and competent for ongoing use. By using a valid methodology based on anthropometrics and sound ergonomics science, attendees will gain consistency and confidence in conducting an office ergonomic and chair evaluation for preventive purposes to help healthy workers stay healthy.

Objectives:

1. Discuss the science of sitting and standing using anthropometrics.

2. Describe an easy five-step methodology to evaluate a seated office workstation.
3. Describe a chair fitting to determine optimal chair fit and comfort.



Speaker Bio: Alison Heller-Ono, President/CEO of Worksite International, Inc., is passionate about how people work! As an entrepreneur and thought leader in her area of expertise as a physical therapist, professional ergonomist and disability manager, she has sought to keep healthy employees healthy while helping injured employees reach their maximum potential at work and at home. Her 27 years of experience as a licensed physical therapist gives her an edge in helping employers better understand work-related musculoskeletal disorders and identify the root cause of these injuries through biomechanical analysis. Heller-Ono is dually-credentialed as a Certified Industrial Ergonomist (CIE) and Certified Professional Ergonomist (CPE) for the last 18 years, contributing to her expertise and understanding of ergonomics in the workplace. Her drive and energy is unique in the marketplace, having worked hard to validate the Worksite International Ergonomics Process since it was created in 1994. Heller-Ono's expertise in the application of ergonomics in workers' compensation and disability management is evident as a Certified Disability Analyst (CDA) and Certified Professional Disability Manager (CPDM,) demonstrating her commitment to helping employers with workers who require accommodation so they can stay or return to work safely and productively. As a Certified Management Consultant (CMC,) she has sealed her professional uniqueness by becoming the only PT/ergonomist/disability manager to achieve this pinnacle in the management consulting industry.

Heller-Ono has a comprehensive body of work unlike other similar consultants in the field, publishing and presenting her work nationally and internationally since 1993 to assure validation in the methods and theories utilized by Worksite International, Inc. She is highly admired by her peers who often attend her speaking events to hear her thought-provoking ideas and trend-setting presentations. As a trusted advisor and consultant to her clients for the last two decades, she has used her expertise, experience, know-how and savvy to change the way people work from employee to employee, organization to organization.

2015W009

September 9, 2015 1:10 pm - 3:10 pm

2-hour Workshop *Level: Advanced*

Title: The OSHA Inspection: Are You in Compliance – Or in Denial?

Presenter: Stephen A. Burt, MFA, BS

Topic Overview: The record-breaking OSHA fines currently in the news are eye-popping. The Occupational Safety and Health Act has been in effect for 45 years, and no employer is given the benefit of the doubt if an interpretation of the OSHA requirements is questioned. With OSHA's spotlight focusing on aggressive enforcement, occupational health professionals need to know and understand their rights and obligations before OSHA shows up at the door. Be prepared to face them with aggressive compliance.

If you work for one of the many healthcare facilities that grew somewhat lax about employee safety during the Bush Administration, now is the time to buckle down and evaluate your current regulatory compliance policies and practices. Would you be prepared if you opened the door today to find an OSHA Compliance Safety Health Officer (CSHO) ready to inspect your facility? Do you know the step-by-step approach to an OSHA inspection? Do you know your legal rights? Your failure to plan may constitute an

emergency that will put unnecessary stress - human and financial - on your organization. In this workshop, we will: discuss solid defenses to defend citations; review the top 25 violations written in hospitals; and offer helpful tips on ways to minimize exposure to costly OSHA penalties and negative public relations.

Objectives:

1. Describe the step-by-step process of an OSHA inspection.
2. Identify a plan to prepare for an OSHA inspection.
3. Describe the types of OSHA violations, penalty structures and potentially costly penalty factors.
4. Identify affirmative defense strategies to possibly avoid the issuance of citations and minimize the financial impact of violations.
5. Review OSHA's new penalty structure and method for calculating fines.



Speaker Bio: Stephen A. Burt is President and CEO of Healthcare Compliance Resources, an affiliate of Woods Rogers Consulting, a company developing and delivering strategic solutions to today's healthcare regulatory compliance problems. From 1981 to 1994, as Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA,) he was responsible for OSHA, EPA and Joint Commission compliance and was awarded the prestigious American Hospital Association's Phoenix Award in 1988. During this time, he served as non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC.) Most

recently, he served two years as the Corporate Administrator of Employee Safety for Inova Health System in Falls Church, VA, with responsibility in employee health and for OSHA compliance. Burt conducts over 30 full-day OSHA, HIPAA and employee health seminars annually for the University of North Carolina, Duke University, East Carolina University, the Association of Occupational Health Professionals in Healthcare, the Virginia Hospital and Healthcare Association, and the American Hospital Association, among others. He is a member of the Virginia Chapter Board and serves on the Government Affairs Committee. Burt is the Past Executive Vice President of AOHP.

2015W010

September 9, 2015 1:10 pm - 3:10 pm

2-hour Workshop *Level: intermediate*

Title: Total Worker Health™ Solutions for Preventing Musculoskeletal Disorders

Presenter: Deb Fell-Carlson, MSPH, RN, COHN-S, FAAOHN

Topic Overview: Today, stress, poor fitness and increased weight all present challenges for the health and safety of workers, especially in the prevention of strains, sprains and other musculoskeletal disorders (MSDs.) In this session, we will discuss the link between an employee's overall health and these types of injuries. We will also give examples of changes to consider to better prevent these injuries, including, but not limited to, ergonomic equipment solutions.

Objectives:

1. Describe how stress contributes to musculoskeletal disorders.
2. Explain how an obese worker may be at increased risk for musculoskeletal disorders.
3. List two environmental concerns that should be considered in an effort to improve safety for the obese worker.
4. Review two organizational level solutions to prevent musculoskeletal disorders.



Speaker Bio: Deb Fell-Carlson is the Policyholder Safety and Wellness Adviser for SAIF Corporation, a not-for-profit workers' compensation insurer in Oregon. She is passionate about improving worker health and safety and has most recently been involved in strategic efforts to help Oregon employers gain efficiencies, improve productivity, prevent injuries and shorten injury recovery times by applying National Institute for Occupational Safety and Health Total Worker Health™ principles – an approach that links health improvement to injury prevention 24/7. Fell-Carlson is a Certified Occupational Health Nurse Specialist with a Master's Degree in Public Health from Oregon State University. She was selected to the 2013 AAOHN Class of Fellows and was the 2013-2014 recipient of the American Society of Safety Engineers' Columbia-Willamette Chapter Safety Professional of the Year Award.

2015W011

September 9, 2015 3:20 pm - 5:20 pm

2-hour Workshop *Level: Basic*

Title: Covering All the Bases: Dealing with Blood and Body Fluid Exposures

Presenter: Pamela S. Drda, BSN, RN,

Topic Overview: It's time to step up to the plate in dealing with blood and body fluid exposures! This presentation will cover all the bases, from identifying a blood and body fluid exposure, collecting the details, and obtaining information on who was involved, as well as the how, what, where and when of the exposure. Consents and risk review will also be discussed.

First Base: Identify steps for HIV testing for the source and the exposed person, and follow-up needed. Discuss prophylaxis and when it should be used. Review recent research that shows occupationally acquired HIV is now rare.

Second Base: Identify steps for Hepatitis B testing for the source and exposed person. Highlight immunization and discuss non-responders to Hepatitis B.

Third Base: Identify steps for Hepatitis C testing for the source and exposed person, including use of the PCR, RNA test.

Home Run: No Conversions!

Case studies featuring actual exposures with HIV positive sources, Hepatitis B sources and Hepatitis C sources, in addition to double exposures, will be reviewed. Resources from the CDC and the National HIV/AIDS Clinicians' Consultation Center will also be available for participants.

Objectives:

1. Recognize blood and body fluid exposures, and how to conduct appropriate follow-up.
2. Describe techniques to manage HIV positive exposures.
3. Identify how to manage Hepatitis B positive exposures.
4. Identify skills to manage Hepatitis C positive exposures.
5. List resources available to assist with management of blood/ body fluid exposures.



Speaker Bio: Pamela S. Drda is a BSN Graduate of the University of Nebraska Medical Center School of Nursing. She has extensive nursing experience in emergency room, burn unit, ICU, surgery and chemical dependency, in addition to 13 years in employee health dealing with blood and body fluid exposures. In 2009, Drda was recognized by the Nebraska Association of Occupational Health Nurses as Nurse of the Year.

2015W012

September 9, 2015 3:20 pm - 5:20 pm

2-hour Workshop *Level: Intermediate*

Title: Unwind Your Organizational Stressors: Developing a Resilient Workforce

Presenter: Deb Fell-Carlson, MSPH, RN, COHN-S, FAAOHN

Topic Overview: Employees who are stressed have difficulty concentrating and may be unable to complete a task safely. What can your organization do to create an environment that is less stressful while still getting the job done? How do your fitness level, nutrition and overall health contribute to your stress level? This session provides practical tips for reducing the stress in your workplace and information to take back to your employees on the role of nutrition and exercise in stress management.

Objectives:

1. Describe one organizational strategy designed to reduce workplace stress.
2. Review one environmental strategy that could reduce employee stress.
3. Explain one personal strategy that could be employed to reduce stress.



Speaker Bio: Deb Fell-Carlson is the Policyholder Safety and Wellness Adviser for SAIF Corporation, a not-for-profit workers' compensation insurer in Oregon. She is passionate about improving worker health and safety and has most recently been involved in strategic efforts to help Oregon employers gain efficiencies, improve productivity, prevent injuries and shorten injury recovery times by applying National Institute for Occupational Safety and Health Total Worker Health™ principles – an approach that links health improvement to injury prevention 24/7. Fell-Carlson is a

Certified Occupational Health Nurse Specialist with a Master's Degree in Public Health from Oregon State University. She was selected to the 2013 AAOHN Class of Fellows and was the 2013-2014 recipient of the American Society of Safety Engineers' Columbia-Willamette Chapter Safety Professional of the Year Award.

2015W013

September 9, 2015 3:20 pm - 4:20 pm

1-hour Workshop *Level: Intermediate*

Title: MoHaWK – Driving Quality Improvement in OH Practice

Presenter: Hilary Winch

Topic Overview:

Objective

Effective clinical governance that improves the quality of care for workers is important in both the public and private sectors.^{1,2} MoHaWK, the online occupational health benchmarking tool, commenced in April 2012 to provide a systematic approach to demonstrate the quality of occupational healthcare and overall performance³ using benchmarking and periodic audit.

Method

An extensive literature review⁴ was undertaken that led to the formation of the evidence-based indicators that are the basis of the system. Data are entered every six months by Occupational Health Services. The indicators cover a broad range of occupational health intervention including case management consultations and health surveillance. Seven rounds of data have been undertaken to date. Developments in the system support local clinical audit via action plans to aid in reviewing the data, and improving and raising standards of practice.

Results

Participation is increasing in each round, as well as incorporating a broader range of sectors. The results suggest that the system is contributing to services improving areas of practice. There is an upward trend in the percentage of services achieving the target standards⁴, indicating that services are improving their performance in the evidence-based indicators being measured. There is powerful testimonial evidence from services demonstrating how the system is impacting quality.

Conclusion

MoHaWK's aim is to drive clinical improvement against evidence-based standards. The results to date demonstrate that this is occurring, but there are still areas of improvement needed for some services.

References

1. Boorman, S. (2009.) NHS Health and Well-being Review: Final Report. DH: London.
2. Preece, R. (2006.) Clinical governance in UK commercial occupational health providers. *Occup Med* 56(4):272-4.
3. Preece. (2012.) OH Clinical Governance, *Occupational Health (at work)* February/March.
4. Stiliz, Baker & Madan. (2012.) Evidence-based quality indicators for the NHS standards – Core Services. NHS Plus.

Objectives:

1. Recognize the need to demonstrate quality in occupational health.
2. Interpret a system to assist Occupational Health Services in measuring quality.
3. Describe the benefits of participating in a quality improvement system.



Speaker Bio: Hilary Winch is the Director of Nursing and Quality for Syngentis, a not-for-profit Occupational Health Solutions CIC formed from NHS Plus in 2012. She leads day-to-day management of MoHaWK (an online benchmarking tool that supports local audit to drive continuous improvement in clinical practice) and is recognized within the United Kingdom for her passion and drive in improving quality in occupational health. Within her role, she is now working with the Faculty of Occupational Medicine to contribute to its overall quality improvement program. In addition to her role at Syngentis, Winch is currently the Head of Workplace Health, Safety and Wellbeing at the Norfolk and Norwich University Hospital. She is also part of the SEQOHS (Safe Effective Quality Occupational Health Service) accreditation assessment and QA assessor team and has in the past been involved in its training program. Winch previously worked for NHS Plus as a Quality Strategy Facilitator, advising and supporting NHS occupational health units in the East of England and the East Midlands on gaining SEQOHS accreditation. An occupational health nurse with over 17 years' experience gained from a variety of



settings and industries, which earned her Diploma in Occupational Health from Warwick University in 2002 with Distinction and is passionate about her specialty and profession.

2015W014

September 9, 2015 3:20 pm - 4:20 pm

1-hour Workshop *Level: Intermediate*

Title: The Latest Evidence-Based Treatment in Low Back, Shoulder and Knee

Presenter: Kathryn L. Mueller, MD, MPH, FACOEM

Topic Overview: New evidence continues to provide us with more information to assist patients and other providers in choosing appropriate treatment for specific patients. This session will review the latest changes to recommended treatment of knee, **low** back and shoulder injuries, as well as use of platelet rich plasma and other biologics. Motivational interviewing techniques can add to our armamentarium and assist us in changing treatment patterns. All of these issues will be covered in this session using case examples.

Objectives:

1. Describe evidence-based recommendations for common low back conditions.
2. Describe the evidence-based recommendations for common shoulder conditions.
3. Describe the evidence-based recommendations for common knee conditions.
4. Review the value of motivational interviewing to assist in decision making.



Speaker Bio: Dr. Kathryn Mueller has served as the Medical Director for the Colorado Division of Workers' Compensation since the inception of this position in 1991. Dr. Mueller is board certified in Occupational Medicine and is a Professor in the Department of Physiatry and Rehabilitation Medicine and the School of Public Health at the University of Colorado at Denver. In her position with Colorado Workers' Compensation, she edited and assisted in the development of 10 medical treatment guidelines which are evidence based, to the extent possible, and include in-depth recommendations for opioid use in chronic non-cancer pain. Her activities with ACOEM are numerous, including serving two terms on the Board of Directors, holding positions as Secretary/Treasurer and currently as President. She contributed significantly to the ACOEM Occupational Practice Guidelines as Co-Chair of the chronic pain guidelines and as a member of the Opioid Guideline Committee. She was an author for the Workers' Compensation Research Institute's publication *Interstate Variations in Use of Narcotics*. Dr. Mueller also served as a Section Editor for the sixth edition of the AMA Guides to the Evaluation of Permanent Impairment.

2015A001

September 10, 2015 8:20 am - 9:20 am

Keynote 1-hour General Session *Level: Basic*

Title: Who Cares if You are Happy and Healthy at Work?

Presenter: Lee S. Newman, MD, MA, FACOEM, FCCP

Topic Overview: Most working people are not engaged in their health, their safety or their job. Why? We are going to take a look at this question from three viewpoints: economics; psychology; and public

health. To solve this riddle, we will collaborate to identify some of the barriers and possible solutions for the “engagement problem.” Two significant parts of the solution are interconnected: our sense of happiness; and our health. We will consider who cares about your health, your safety and your productivity. We will also consider how our personal values and the values of our organizations may converge or collide... and what each of us can do to improve our own sense of engagement while we promote the health, safety and well-being of workers in our roles as occupational health and safety professionals.

Objectives:

1. Review emerging trends in business and economics that impact worker health, safety, wellness and engagement.
2. Interpret how the field of psychology can impact occupational health, safety and wellness.
3. Recognize recent trends in public health, and in occupational health and safety that impact individual contributions to health, happiness and productivity.



Speaker Bio: Dr. Lee Newman is a professor, lecturer, physician, entrepreneur and irrational optimist. He is a professor in the Department of Environmental and Occupational Health, Colorado School of Public Health and in the School of Medicine, University of Colorado. Dr. Newman directs the Center for Worker Health and Environment at the university, which has been recognized by NIOSH as an Affiliate Total Worker Health™ Center of Excellence. He is the Founding Director of the NIOSH-funded Mountain and Plains Education and Research Center that has trained more than 100 occupational safety and health professionals in the past eight years. He is the Founder and Chief Medical Informatics Officer of Axion Health, Inc., providing web-based software solutions for occupational safety and health practices throughout the country. The author of nine books and more than 100 chapters, reviews and white papers, Dr. Newman conducts research and leads community-based programs on worksite health promotion and health protection. Most recently, he and his colleagues at the Center for Worker Health and Environment are focused on strategies for small- and medium-size enterprises that want to successfully engage in total worker health. Dr. Newman is a passionate, award-winning teacher in the Colorado School of Public Health. He has presented more than 400 lectures, workshops and symposia and shares his experience in clinical medicine, public health, and occupational safety and health with graduate students, and with professionals in training. In the 1970s, as an undergraduate at Amherst College and as a graduate student in Social Psychology at Cornell University, he studied the relationship between our attitudes and our behaviors. Changing his own behavior, Dr. Newman then completed his MD at Vanderbilt University, Internal Medicine at Emory University and Pulmonary Medicine/Critical Care at University of Colorado. He practiced occupational medicine and pulmonary medicine for more than 20 years. Dr. Newman considers himself extremely fortunate for three reasons: he’s been happily married for 33 years; his two daughters are wonderful human beings; and his work feels like a hobby.

2015A002

September 10, 2015 9:45 am - 11:15 am

1.5-hour General Session *Level: Intermediate*

Title: Ebola: The Emory Healthcare Experience

Presenters: Emily M. Beck, MS, MSN, APRN-BC and Sharon Vanairsdale, MS, APRN, ACNS-BC, NP-C, CEN

Topic Overview: This presentation will provide an insider's perspective of the Ebola experience at Emory Healthcare, the largest health system in Georgia. General background information about the Emory University Hospital Serious Communicable Disease Unit (SCDU,) including the Ebola experience from the nurse's perspective, will be shared, as will details of the occupational health monitoring of the Ebola Virus Disease (EVD) healthcare provider. The evolution of the monitoring system, including case management, will be discussed, highlighted by a live demonstration of the EVD monitoring tool. The presenters will review The Centers for Disease Control and Prevention's Exposure Risk Categories and will offer advice on how to most effectively manage EVD exposures and provide guidance to staff returning from travel to West Africa.

Objectives:

1. Identify the mission and role of Occupational Health as it pertains to caring for a patient with Ebola Virus Disease (EVD).
2. Discuss the Serious Communicable Disease Unit (SCDU), standard operating procedure (SOP) and BBP OSHA standard.
Review CDC Exposure Risk Categories and managing exposures to EVD.
3. Explain follow up to staff returning from West African travel.



Speaker Bios: Emily Beck is the Clinical Lead Nurse Practitioner in the Department of Occupational Injury Management (OIM) for Emory Inc. (Emory Healthcare and Emory University.) She has a Biology degree from the University of Georgia and received her graduate training at The Johns Hopkins University School of Nursing. She has five years of emergency nursing experience received at The Johns Hopkins Hospital in Baltimore, MD, followed by a nearly year-long contract assignment at Kula Hospital in Maui, HI. Beck began her nurse practitioner career in late 2007 at Emory and has been a member of the OIM team since the beginning of 2012. Being a part of "Team Ebola" at Emory has been a career highlight for her, and she looks forward to what other opportunities are in store in the future.



Sharon Vanairsdale is the Clinical Nurse Specialist in the Serious Communicable Disease Unit (SCDU) and Emergency Department at Emory University Hospital in Atlanta, GA. She has more than 10 years of emergency nursing experience. Upon graduating with her master's degree, she became an Advanced Practice Nurse/Clinical Nurse Specialist in the Emergency Department at Emory University Hospital and later the SCDU. She holds certifications as an Emergency Nurse, Adult Clinical Nurse Specialist and Adult Nurse Practitioner.

2015A003

September 10, 2015 11:20 am - 12:20 pm

1-hour General Session *Level: Intermediate*

Title: Seven Critical Strategies for a Healthier, Safer and More Productive Workforce

Presenter: L. Casey Chosewood, MD, MPH

Topic Overview: Emerging safety hazards, a tighter labor supply, razor-thin profit margins, a sluggish global economy, rising healthcare costs, an aging workforce, and high levels of workplace stress and chronic disease represent real hazards facing today's businesses and workers. Will your organization weather the coming changes and navigate these challenges successfully? Keeping your employees safe,

healthy and productively engaged in this environment demands a determined strategy and a willingness to adapt quickly. This presentation will examine the coming threats and offer new insights on the integrated approach to workplace health, safety and well-being. Learn the latest research on worker protection, health promotion and prevention resources from the National Institute for Occupational Safety and Health (NIOSH,) the Centers for Disease Control and Prevention (CDC) and other credible sources, designed to help you grow a strong, people-centered culture and maximize individual and organizational opportunities for health and productivity.

Objectives:

1. Describe the leading challenges facing workers and workplaces.
2. Explain a framework for integrated health protection and health promotion interventions.
3. Identify sources for credible, ongoing information on the latest Total Worker Health science, research findings and intervention.



Speaker Bio: Dr. L. Casey Chosewood is the Director of the Office for Total Worker Health™ at the National Institute for Occupational Safety and Health (NIOSH,) part of the Centers for Disease Control and Prevention (CDC.) In this role, he works to protect and improve the health and well-being of workers around the nation. From 2004 to 2009, he served as the Director of the Office of Health and Safety at CDC, safeguarding the 15,000 members of the CDC workforce as they faced the new challenges of the modern public health era.

His team has overseen a multi-faceted workplace health, safety and wellness program providing more than 200,000 health promotion encounters, screenings and health opportunities annually. He has presented extensively on the topic of occupational safety and health, well-being and *Total Worker Health*. Dr. Chosewood received his MD at the Medical College of Georgia and completed his residency in Family Medicine at the University of Connecticut. He has been an Assistant Professor of Family and Community Medicine at Emory University School of Medicine since 1997. He received an MPH in Health Policy and Management from Emory University's Rollins School of Public Health in May 2014. Before coming to CDC, Dr. Chosewood was the Medical Director for the Southeastern Region of Lucent Technologies.

2015A004

September 10, 2015 1:30 pm - 2:15 pm

45-min General Session *Level: Basic*

Title: Safety – What's Health Got to Do with It?

Presenter: Deb Fell-Carlson, MSPH, RN, COHN-S, FAAOHN

Topic Overview: You have implemented safe needles, personal protective equipment, patient lifts and other injury prevention controls, but staff are still getting hurt, recovery from those injuries is slow and patient safety is not where it should be. What's left to do? Learn how fatigue, stress, what we eat and drink, and our level of fitness contribute to our ability to do a job safely for ourselves and our patients, as well as the impact on the time it takes to heal and bring our injured workers back to the bedside. This session introduces attendees to ideas for small changes to our working environments that make it easier for an employee to make a healthy choice. Specific examples demonstrate how wellness and injury prevention can be applied together to improve team well-being.

Objectives:

1. Define Total Worker Health.
2. Explain how wellness and health promotion may influence injury prevention and workers' compensation performance.
3. Review how safety and health protection may influence health and health plan performance.



Speaker Bio: Deb Fell-Carlson is the Policyholder Safety and Wellness Adviser for SAIF Corporation, a not-for-profit workers' compensation insurer in Oregon. She is passionate about improving worker health and safety and has most recently been involved in strategic efforts to help Oregon employers gain efficiencies, improve productivity, prevent injuries and shorten injury recovery times by applying National Institute for Occupational Safety and Health Total Worker Health™ principles – an approach that links health improvement to injury prevention 24/7. Fell-Carlson is a

Certified Occupational Health Nurse Specialist with a Master's Degree in Public Health from Oregon State University. She was selected to the 2013 AAOHN Class of Fellows and was the 2013-2014 recipient of the American Society of Safety Engineers' Columbia-Willamette Chapter Safety Professional of the Year Award.

2015A005

September 10, 2015 2:20 pm - 3:05 pm

45-min General Session *Level: Intermediate*

Title: Immunizations for Healthcare Personnel and Follow-Up of Employee Exposures to Vaccine-Preventable Diseases

Presenter: Kathleen Harriman, PhD, MPH, RN

Topic Overview: This presentation will describe immunization and immunity recommendations for U.S. healthcare personnel (HCP.) It is important for occupational health professionals to ensure that HCP are immune to vaccine-preventable diseases – both for the protection of HCP and to prevent them from infecting patients, staff and visitors. In addition, it is important for occupational health professionals to know how to follow up on employee exposures to vaccine-preventable diseases.

Objectives

1. List the vaccines recommended for healthcare personnel.
2. Describe acceptable evidence of immunity to vaccine-preventable diseases.
3. Discuss follow-up of employees exposed to vaccine-preventable diseases.

Speaker Bios: Kathleen Harriman has served as Chief, Vaccine Preventable Diseases Epidemiology Section at the California Department of Public Health since 2007. Prior to that, she worked as an epidemiologist at the Minnesota Department of Health for 15 years, including supervision of the statewide infection control program. She has also worked as a pediatric emergency room nurse and as an infection preventionist at a children's hospital. Harriman is a voting member of the federal Advisory Committee on Immunization Practices (ACIP.)

2015A006

September 10, 2015 3:10 pm - 3:55 pm

45-min General Session *Level: Basic*

Title: Inclusion Ergonomics for the Differently-Abled Workforce

Presenter: Kathy Espinoza, MBA, MS, CPE, CIE

Topic Overview: In 14 years, one in five persons will be over the age of 65. The probability that our aging workers will be diagnosed with new diseases that affect their ability to produce and function will increase. This might include workers diagnosed with low vision, fibromyalgia, arthritis, Crohn's Disease, diabetes, ALS, etc. **Inclusion Ergonomics** aims to retain the wealth of knowledge possessed by an aging and differently-abled workforce by ergonomically accommodating these individuals. In using inclusive ergonomics, you will be able to attract and retain the best workforce, and design work environments to mitigate or reduce disability, not only within today's workplace, but also in tomorrow's.

Purpose:

1. Recognize the importance of creating an adjustable work area.
2. Identify how to accommodate differently-abled workers.
3. Explain how to reduce barriers to focus on productivity.



Speaker Bios: Kathy Espinoza is a board certified Professional Ergonomist with dual master's degrees in Work Science/Physiology and Business Administration. She has worked at Keenan for 12 years providing ergonomic assessments and injury prevention training to office personnel, management, executive boards, custodial and facility departments. She gained most of her experience in ergonomics while serving as the Coordinator of the Chronic Back Pain Program for Kaiser Permanente in Fontana for over 12 years. Espinoza taught Ergonomics in the Workplace at the University of California, Riverside (UCR) for more than 10 years and was the 2010 recipient of the UCR Instructor Excellence Award. She has 54 articles published in the field of ergonomics.

2015A007

September 10, 2015 4:00 pm - 5:30 pm

1.5-hour General Session *Level: Intermediate*

Title: Want to Step Up to IGRA Testing? The Why & How of IGRA Testing in Your Facility

Presenters: Wendy Thanassi, MD, MA, Scott Lindquist, MD, MPH and Sarah (Sally) Foster-Chang, DNP, CRNP, COHN-S

Topic Overview: The goal of this presentation is to educate occupational health professionals on the various tuberculosis (TB) tests available, and the operational and financial considerations for switching from one TB testing method to another. Specifically, the program will include an educational review of the Tuberculin Skin Test (TST) and Interferon-Gamma Release Assays (IGRAs,) including what they are, how they work and how they are used to screen for latent tuberculosis infection.

The presenters will discuss TB prevalence in the United States now and in the past, and they will introduce current diagnostic and treatment options for latent TB infection, focusing on the newer, blood-based IGRAs, some procedural considerations for screening programs and the importance of perspective and quantitative result interpretation. Current CDC screening recommendations and guidelines will be reviewed. Examples of screening programs in hospital, public health and Veterans Health Administration settings will be discussed, particularly in comparison with the previous standard of TST use. A toolkit with samples of policies and procedures will be shared.

The program will conclude with information about how participants can complete a financial assessment of the total cost of switching from one TB testing method to another at their institutions, with suggestions on how to present that information to other administrators and medical staff involved in the decision-making process.

Objectives:

1. Describe the scientific and technical differences for the three tuberculosis screening tests available.
2. Identify advantages and disadvantages of different tuberculosis testing methods in various clinical settings.
3. Review the epidemiology of tuberculosis infection in the United States and worldwide.
4. Explain the comparison of interferon-gamma release assays to the tuberculin skin test.
5. Name interferon-gamma release assays, and their advantages and disadvantages.
6. Review the CDC 2010 “Updated Guidelines for Using Interferon-Gamma Release Assays to Detect M. tuberculosis Infection.”
7. Discuss practical considerations when running a tuberculosis screening program.
8. Describe result interpretation and treatment options.



Speaker Bios: Wendy Thanassi is the Chief of Occupational Health at the Palo Alto VA and Clinical Assistant Professor in Emergency Medicine at Stanford Medical Center. She completed her medical education at Stanford University School of Medicine, her internship and residency at Yale - New Haven Hospital, CT, and is board certified in Emergency Medicine by the American Board of Emergency Medicine. Her particular interest is in infectious diseases. Dr. Thanassi has worked all over the world, including in TB hospitals in South Africa. Her extensive experience using IGRAs helps her to explain patterns and anomalies in serial testing of healthcare workers to help others make evidence-based decisions regarding testing and treatment of LTBI in the nation's workforce.



Scott Lindquist completed his medical training at the University of Washington School of Medicine as a student of the WAMI (Washington, Alaska, Montana and Idaho) program. He completed a residency in pediatrics at the University of North Carolina at Chapel Hill, an Infectious Disease Fellowship at Baylor College of Medicine in Houston, TX and his Master's in Public Health at the Harvard School of Public Health. Dr. Lindquist has drawn upon this broad background to focus on underserved populations and infectious diseases, combining the aspects of his training as a Health Officer/Director of Health for the Kitsap County Health District since 2001. In addition, he serves part-time as a pediatrician and Public Health Officer at the Port Gamble S'Klallam Tribal Medical Clinic. He also serves as the Tuberculosis Medical Consultant for the Washington State Department of Health, a position he has held since 2002. Dr. Lindquist was an advocate in the early adoption of interferon gamma release assays (IGRAs) into public health practice. He has extensive public health experience with the implementation of IGRAs in diagnosis, contact investigation and employee infection control practices and was awarded the Public Health Leader of the Year Award in Washington State for his innovative approach to current public health concerns.



Dr. Foster-Chang holds a Bachelor's Degree in Human Biology (Stanford University,) a BSN (University of California, San Francisco,) an MSN in Primary Care (University of Pennsylvania) and a Doctorate of Nursing Practice (Thomas Jefferson University.) She has been invited to present at federal occupational health conferences, the American College of Occupational and Environmental Medicine, the UMDNJ School of Medicine, the University of Pennsylvania Occupational Medicine residency program, state nursing association meetings, and nursing schools in Pennsylvania and New Jersey. Currently the Program Coordinator/Nurse Practitioner at the Philadelphia VA Medical Center, she also is the Vice Chair of the National VA OH Advisory Board, a National Administrator for the national VA OH electronic medical record (OHRS) and the Program Management Consultant for the VA Occupational and Environmental Consult Practice. She has over 30 years of experience in corporate, hospital and migrant occupational health and has established OH programs for four different health systems.

2015B001

September 11, 2015 8:00 am - 9:00 am

1-hour General Session *Level: Intermediate*

Title: Fatigue: Real Risks in Healthcare and an Effective Tool Box of Counter Measures

Presenter: Christian O. Updike, MD

Topic Overview: Fatigue management is an emerging area of healthcare. It directly relates to patient safety and employee burnout. Recent discoveries have been made regarding the effects of sleep deprivation on employee health, decision making errors, and most importantly, interventions to reduce fatigue risk.

Fascinating new findings in the neuroscience of fatigue include the newly named Glymphatic system. This waste removal system clears the toxin Beta Amyloid, but only while asleep. A night shift nurse, driving home at dawn, will have trouble getting to sleep due to the blue light of dawn. This effect of dawn on the SCN and brain chemistry will be discussed. Based on new fatigue science, novel new counter measures to fatigue have emerged. "Anchor sleep," blue blocking sunglasses and the color of the computer screen can alter fatigue. The proven risks of fatigue include elevated cortisol levels, higher risk of stroke, hypertension and breast cancer. Fatigue management is required in the FAA, the military and commercial trucking. Given the effect of fatigue on patient safety and nursing burn out, this is an emerging area of healthcare that deserves more attention.

Objectives:

1. Recognize recent discoveries of sleep and why sleep is critical for life.
2. Review scientifically proven counter measures for fatigue.
3. Explain proven risks of sleep deprivation.
4. Review fatigue management regulations.



Speaker Bio: Dr. Christian Updike is the Medical Director of Employee Health for nine hospitals. His background includes working busy call nights as a hospitalist. Before medical school, he worked as a medic on a rescue squad, working 24-hour shifts. Board certified in Family Medicine, Dr. Updike has 20 years' experience in healthcare.

2015B002

September 11, 2015 9:05 am - 10:05 am

1-hour General Session *Level: Intermediate*

Title: Health Me, Help You: Communication for #Happyhealthyworkers

Presenters: Lili Tenney Starr, MPH and Lee Newman, MD, MA

Topic Overview: Keeping employees healthy and safe on the job demands new ways to engage individuals through good communication. In today's ever-evolving work environments, we face challenges including off-site workers, generation gaps, widely different expectations and attitudes, and time itself. How do you manage it all? How do you communicate to promote worker health and well-being? This presentation will focus on developing a communication plan that leverages your existing tools, cuts across traditional and innovative methods, and incorporates best practices and solutions to overcoming your biggest barriers. Learn how to effectively identify your target audience, build key messages and create compelling content to create healthy behavior change and promote employee health and safety.

Objectives:

1. Identify ways to engage workers through existing communication channels.
2. Identify a communication plan to promote healthy and safe behaviors.
3. Explain how different age groups communicate.
4. Discuss ways to tailor messaging and methods to reach all workers.



Speaker Bios: Lili Tenney Starr is the Deputy Director at the Center for Worker Health and Environment and an instructor at the Colorado School of Public Health. She is Co-founder and Director of Health Links™, an initiative to promote worksite wellness by providing businesses with expert advising, certification, direct support and connection to local health and wellness services. She conducts research on workplace health promotion and health protection programs, Total Worker Health™, health behaviors, productivity and employer-based outcomes.



Dr. Lee Newman is a professor in the Department of Environmental and Occupational Health, Colorado School of Public Health (CSPH) and in the School of Medicine, University of Colorado. As Director of the Center for Worker Health and Environment, CSPH, he leads research and community outreach programs on health promotion. He has more than 20 years of experience in occupational health and safety research, teaching and clinical practice, including educating graduate students, occupational health professionals and employers on worksite wellness. He is the Founding Director of the NIOSH-funded Mountain and Plains Education and Research Center, and Founder/Chief Medical Informatics Officer of Axion Health, Inc.

2015B003

September 11, 2015 10:40 am - 11:25 am

45-min Breakout Session *Level: Intermediate*

Title: Prevention and Treatment of Needle Stick Injuries

Presenter: Leslie Zun, MD, MBA

Topic Overview: Needle stick injuries from various sources are a significant problem in healthcare institutions. These needle stick injuries have various causes, including improper use of devices, incorrect suturing and poorly equipped procedure trays. These problems are compounded by the lack of compliance from the healthcare worker, improper reporting and inappropriate treatment of needle stick injuries. Employers can reduce the incidence of exposure from needle sticks. This presentation will discuss means to reduce the incidence of needle sticks, the latest treatment of needle stick injuries, effective monitoring and improved staff education on needle stick injuries. A case-based educational approach will be used to emphasize the key concepts. Some of the innovations from the Sinai Health System will be presented.

Objectives:

1. Describe the incidence of needle stick injuries.
2. Explain the techniques to **reduce** needle stick injuries.
3. Review proper suture procedure.
4. Discuss the proper treatment of needle stick injuries.



Speaker Bio: Dr. Leslie S. Zun is the Chairman of the Department of Emergency Medicine at Mount Sinai Hospital in Chicago, IL, and Chairman and Professor, Department of Emergency Medicine at the Rosalind Franklin University of Medicine and Science/Chicago Medical School in North Chicago, IL. His background includes a medical degree from Rush Medical College and an MBA from Northwestern University's J.L. Kellogg School of Management. He is board certified in Emergency Medicine by the American Board of Emergency Medicine.

Dr. Zun was a chief operating officer and acting chief executive officer for a 200-bed hospital in Chicago. His research interests include healthcare administration, violence prevention and behavioral emergencies. His publications have addressed the administration of hospitals and emergency departments, physicians' bonus and incentive plans, and quality improvement topics. He has presented his research and lectured on these topics both nationally and internationally. Dr. Zun is a board member of the American Academy of Emergency Medicine and the American Association for Emergency Psychiatry. He is the employee health physician at the Sinai Health System.

2015B004

September 11, 2015 10:40 am - 11:25 am

45-min Breakout Session *Level: Intermediate*

Title: Creating Joy, Meaning and Safer Healthcare

Presenters: Doug Bonacum, MBA, BS, CPPS and Kathy Gerwig

Topic Overview: In this presentation, we will review the National Patient Safety Foundation (NPSF) report *Through the Eyes of the Workforce: Creating Joy, Meaning and Safer Healthcare* and make the argument that worker safety is a fundamental precondition to patient safety. We will describe the epidemiology of physical and psychological harms that healthcare workers face, as well as organizational strategies to bring a higher priority to this issue. Key recommendations from the report will be discussed, with an emphasis on takeaways that participants can bring back to their organizations. In particular, the need to tighten the linkage between occupational health and patient safety will be highlighted. Please see this link for the full report and recommendations:

<http://c.ymcdn.com/sites/www.npsf.org/resource/resmgr/LLI/Through-Eyes-of-the-Workforc.pdf>

Objectives:

1. Describe the main types of physical harm experienced by the healthcare workforce.
2. Describe the main types of physical harm experienced by the healthcare workforce
3. Identify potential organizational strategies for prevention that can be implemented in organizations.
4. Recognize the linkage between workforce safety and patient safety.

Speaker Bios:

Doug Bonacum is Vice President, Quality, Safety and Resource Management for Kaiser Permanente. He has been with the organization since July 1994. Bonacum was previously Environmental, Health and Safety Manager for two large manufacturing facilities of Tyco/North American Printed Circuits in Connecticut. Prior to that, his experience included eight years of active duty in the U.S. Submarine Force, where he was responsible for weapons and ship's safety, as well as nuclear power plant operations. He has a BS in Chemical Engineering from the University of New Hampshire, an MBA from Rensselaer Polytechnic Institute, a certificate in Healthcare Management from the University of San Francisco, and is a Certified Professional in Patient Safety (CPPS.)



Kathy Gerwig is Vice President, Employee Safety, Health and Wellness, and Environmental Stewardship Officer for Kaiser Permanente, one of the nation's leading healthcare providers and not-for-profit health plans serving 10 million members. She is responsible for eliminating workplace injuries, promoting healthy lifestyle choices and reducing health risks for the organization's 175,000 employees. Since 2009, employee biometrics and workplace injuries show significant improvements. Gerwig is also responsible for developing, organizing and managing a nationwide environmental initiative for the organization. Under her leadership, Kaiser Permanente has become widely recognized as an environmental leader in the healthcare sector. Gerwig has testified twice to Congress on the need for federal chemical policy reform, and she has appeared at numerous hearings on environmental issues. She serves on the boards of several leading non-governmental organizations focused on safety, health and environmental sustainability in healthcare.

2015B005**September 11, 2015 10:40 am - 11:25 am**45-min Breakout Session *Level: Intermediate***Title: Rehabilitation & Safe Patient Movement- The Madonna Story!!!****Presenters: Sandy Stutzman, BSN, RN, COHN-S and Michelle Claycomb, MSPT, PT, CCS**

Topic Overview: It is well known that patient movement-related injuries plague many healthcare institutions. This presentation provides a framework for establishing an individualized safe patient handling and movement program driven by the process of quality improvement and root cause analysis. Prior to the commencement of Madonna's safe patient handling and movement (mobility) program, the cost of patient movement-related injuries (i.e., transfers and repositioning) totaled over \$1 million, including injuries involving patient transfers that amounted to \$782,761. Following the development, implementation and sustainability of the comprehensive safe patient handling and movement program

at Madonna, the cost of patient transfer-related injuries declined by nearly 97% in six years, and the overall injury rate dropped by 52%. As the program continues to change and grow, the numbers continue to be monitored and show improvement.

Objectives:

1. Describe why a positive relationship between disciplines ends in a sustainable safe patient handling program.
2. Identify successful safe patient handling program components.
3. Describe the methods to sustain a successful safe patient handling program.



Speaker Bios: Sandy Stutzman has more than 35 years of nursing experience, starting in 1977 as a staff nurse on Madonna’s first rehabilitation unit and holding a variety of roles at Madonna. In her current role as Employee Health and Safety Manager, Stutzman is responsible for developing and directing a proactive, interdisciplinary approach for promoting and supporting employee health and safety, including prevention of injury/illness, coordination of the recovery and rehabilitation of ill/injured employees to return to work, and consultation with employees regarding health issues or concerns.

Michelle Claycomb is currently an inpatient physical therapist at Madonna Long Term Care Hospital. She serves as the program leader for the Safe Patient Handling and Movement (SPHM) Committee facility wide, is an Employee Safety Committee member and a Therapy Safety Champion. She teaches new employee orientation for Progressive Mobilization (transfer techniques.) Claycomb also provides education to therapists and student therapists on SPHM at the initiation of their jobs or clinical rotations at Madonna, and she also provides SHPM consults throughout the facility.

2015B006

September 11, 2015 10:40 am - 11:25 am

45-min Breakout Session *Level: Advanced*

Title: Update on California Workers’ Compensation Reforms

Presenter: Rupali Das, MD, MPH, FACOEM

Topic Overview: This presentation will feature the evolution of recent major legislative changes to workers’ compensation practice, laws and guidelines in California and how these changes have affected care for work-related injuries, payment for services and disability prevention. The session will include a discussion of various programs that fall under the purview of the California Division of Workers’ Compensation’s Medical Unit, with an emphasis on utilization review, independent medical review, independent bill review and medical treatment guidelines.

Objectives:

1. Identify major changes to the California workers' compensation system as a result of SB 863.
2. Describe the method by which medical treatment decisions will be made in the workers' compensation system.
3. Explain best practices that comply with new regulations and provide optimal care to injured workers.



Speaker Bio: Dr. Rupali Das is the Executive Medical Director of the California Division of Workers' Compensation and has more than 20 years' experience in clinical practice and occupational and environmental policy and research, as well as a track record of promoting innovation to implement groundbreaking statewide programs that improve health and reduce costs. She excels at working collaboratively with a wide range of stakeholders to promote universal goals of health and wellness through prevention of occupational illness and provision of appropriate medical care. Dr. Das is extensively published and often cited in media articles. She received the Jean Spencer Felton Award for Excellence in Scientific Writing in 2013. She speaks widely on a variety of occupational and environmental health topics. In her free time, she enjoys outdoor adventures with her family.

2015B007

September 11, 2015 10:40 am - 11:25 am

45-min Breakout Session *Level: Intermediate*

Title: How Kaiser Permanente Optimizes Health and Productivity through Integrated Disability Management

Presenters: Marlene Dines, MS, CRC, CPDM and Nicole Z. Stelter, PhD

Topic Overview: This presentation addresses the needs of employers who want to optimize employee health and productivity, including: making the business case to senior leadership; mapping data and measurement needs; and working effectively with vendors.

To optimize employee health and productivity, Kaiser Permanente (KP) enhanced its integrated disability management (IDM) focus by integrating with key functional areas such as EAP, Wellness, Workplace Safety, Occupational Health and clinicians so that IDM could help overcome KP's disability absence and related health and productivity challenges. This model utilizes creative methods of sharing ideas and resources, measuring predictors and outcomes, and working together to demonstrate that only through collaboration and integration can we optimize the health and productivity of our most valuable resources - our employees!

This project has been very successful at KP, a highly complex organization. The core principles could be applied to any size employer, and we welcome the opportunity to share and inspire others with these innovative solutions.

Objectives:

1. Explain why IDM is most effective when integrated with other total workforce health programs.
2. Identify creative techniques and strategies for gaining leadership support for IDM/health and productivity programs.
3. Compare innovative models for cross-functional engagement.

Speaker Bios: Marlene Dines is the National Integrated Disability Management Leader at Kaiser Permanente (KP,) where she facilitates a task force of senior leaders, as well as a Subject Matter Expert Community. As a member of the Employee Safety, Health & Wellness Leadership Team, she is actively



involved in the integration of employee safety, wellness and disability management for the promotion and support of improved productivity and quality of life for all KP employees. Prior to this, Dines was the Director of Workforce Absence Management. She started at KP in 2005 as a Workplace Safety Consultant. Before Kaiser Permanente, Dines worked for MetLife Disability in claims and consulting. Her career in disability management spans over 30 years and includes hospital-based and independent consulting in rehabilitation management. She is a former Social Security Vocational Expert and holds a BS in Psychology/Sociology and a MS in Vocational Rehabilitation Counseling. She is a Certified Rehabilitation Counselor (CRC) and holds the Certified Professional in Disability Management (CPDM.)



Nicole Stelter, Portfolio Lead, Total Workforce Health, Kaiser Permanente (KP,) has a PhD in Industrial/Organizational Psychology, an MA in Counseling Psychology and more than 20 years' experience in workforce health and human capital strategies, both as an occupational health provider and a human resources and risk management consultant. Her work has included occupational health and safety, disability management, employee assistance programming and wellness program integration across a broad spectrum of industries. Currently, she is the product lead for KP's Total Workforce Health portfolio, acting as both an internal and external consultant and product development lead for occupational health, wellness, EAP and disability management services. Stelter's health program integration work extends to the government sector, serving since 2010 as a reserve behavioral health officer in the U.S. Army and California National Guard with the Department of Defense's Comprehensive Soldier Fitness program and as the author of the California Military Department's disaster lifesaving/psychological first aid training protocol for state military service members.

2015B008

September 11, 2015 10:40 am - 11:25 am

45-min Breakout Session *Level: Intermediate*

Title: Synergy of Healthcare Workers and Patient Safety: Perspectives from The Joint Commission
Presenters: Ann Scott Blouin, PhD, RN, FACHE and Michael Kulczycki, MBA, FASAE

Topic Overview: In the ever-changing world of healthcare, it is important to shed light on the hazards that can be exposed to those working in a potentially risky environment. This educational session will successfully describe how healthcare workers and patient safety are closely woven together and why they should be understood in a converging manner. Awareness of potential risks to both patients and staff allows an organization to create a stronger safety culture for all.

Although many examples of overlap between workers and patient safety can be discussed, this session will focus on falls, fatigue and infections. Healthcare organizations may vary by their type of setting, but it is important to recognize common safety risks so that prevention methods can be integrated into any organization. Staff injuries related to patient falls are a frequently identified safety concern among healthcare organizations; there are a wide range of factors that can contribute to this concern. In addition, the increased risk of infectious disease transmission among healthcare staff and patients demonstrates how both staff and patients' safety can be compromised. Extended shifts have been linked to worker fatigue and sleep deprivation, increasing the likelihood of errors that harm both

patients and staff. It is critical that healthcare organizations identify these risk factors and develop interventions so that a safe environment can be sustained for everyone.

As organizations work toward a greater safety culture, The Joint Commission provides numerous resources to its customers to help reduce harm and improve safety. The core values of The Joint Commission's accreditation include that quality care and safety is foundational. Proactive risk reduction and a greater safety culture are critical to improving both worker and patient safety as we work toward making healthcare a safer environment for all.

Objectives:

1. Describe the connection between worker and patient safety.
2. Identify ways to improve safety related to fatigue, falls and infection prevention.
3. Identify resources to assist in creating a greater culture of safety.
4. Identify myths surrounding TJC accreditation.



Speaker Bios: Ann Scott Blouin, PhD, RN, FACHE, is the Executive Vice President of Customer Relations at The Joint Commission. In this position, she focuses on building external customer and stakeholder relationships, primarily in the hospital and health system market. She gathers customer ideas and feedback, assisting in guiding business development and customer retention strategies. From 2008 to 2012, Dr. Blouin held the position of Executive Vice President for the Division of Accreditation and Certification Operations at The Joint Commission. Her responsibilities included executive leadership of accreditation and certification for more than 20,000 healthcare organizations and programs, including all activities related to surveys, eligibility and application processes, customer account management and federal deeming compliance requirements. The hospital, critical access hospital and laboratory programs reported through this division. Dr. Blouin also administered accreditation and certification policy development, surveyor education and development, survey technology, and the ongoing development and refinement of accreditation process components.

With more than 30 years of healthcare administration, consulting and clinical nursing experience, Dr. Blouin has held positions of program administrator, vice president for nursing, and executive vice president for operations at two Chicago area community teaching hospitals and a Chicago academic medical center. She has worked with multiple health systems across the United States to improve quality and patient safety, revenue management, and operating cost efficiency and effectiveness. Dr. Blouin has consulted with a large number of healthcare organizations, serving in leadership roles at consulting firms such as Deloitte, Ernst & Young, Cap Gemini and Huron Consulting Group.

Dr. Blouin has published and presented extensively on topics focused on healthcare, patient care quality and safety, as well as nursing, and served as an adjunct faculty member at several Chicago area schools of nursing and medicine. She currently serves on the National Patient Safety Foundation Board of Directors, America's Essential Hospitals Institute Board, and as an editorial advisor for the *Journal of Nursing Administration* and *Journal of Biotechnology in Healthcare*. Dr. Blouin earned her PhD in Nursing Sciences and MBA from the University of Illinois at Chicago. She received her MSN with honors in Maternal/Child Nursing from Loyola University of Chicago, and BSN with high honors from Lewis University in Romeoville, Illinois. She is a Fellow of the American College of Health Care Executives and member of the American Organization of Nurse Executives, American Nurses Association, and Sigma Theta Tau, the National Honor Society for Nurses.



Michael Kulczycki is the Executive Director for the Ambulatory Health Care Accreditation Program at The Joint Commission. In this role since 2002, he directs business development, strategic direction and overall product line management for the Ambulatory Care Accreditation Program. This program now covers nearly 2,100 accredited ambulatory organizations nationwide. He is a frequent speaker on the topic of ambulatory care accreditation to national, corporate and state groups each year, and publishes and is quoted extensively in ambulatory media sources. In 2014, he presented on accreditation at the American Occupational Health Conference (AOHC,) sponsored by ACOEM. Starting in 2015, The Joint Commission will provide a guide to applicability of ambulatory care standards in worksite/occupational settings under an initiative spearheaded by Kulczycki.

Kulczycki has over 40 years of experience in managing and marketing for healthcare organizations and other entities. He previously served as: CEO of The Alliance for Healthcare Strategy and Marketing, Chicago; executive director of the Illinois Home Care Council, Chicago; and in a variety of senior association positions in other healthcare associations since 1980. Kulczycki is a Certified Association Executive (CAE) who was awarded an ASAE Fellow status (FASAE) by the American Society of Association Executives. In 2014, he was inducted as fellow member of the Institute of Medicine, Chicago. He holds a Master's in Business Administration from the Kellogg School of Management of Northwestern University, Evanston, IL, and earned his bachelor of arts degree in Communication Arts from the University of Notre Dame, South Bend, IN.

2015B009

September 11, 2015 1:30 pm - 2:15 pm

45-min Breakout Session *Level: Intermediate*

Title: The Independent Medical Examination: How Can It Help?

Presenter: Steven G. Crawford, MD, CIME

Topic Overview: Independent Medical Examinations (IME) are a useful clinical tool in occupational medicine. This discussion will touch on the circumstances in which an IME can be helpful, as well as the concepts of disability and impairment. Advice on how to find a good IME physician will be given. The presentation will also feature the financial aspects of IMEs, including how they can save money.

Objectives:

1. Define an Independent Medical Examinations (IME).
2. Describe situations in which IMEs can be useful.
3. Review how IMEs can save money.



Speaker Bio: Dr. Steven Crawford is the Corporate Medical Director of Meridian Occupational Health, a six-office hospital-based occupational medicine practice at the Jersey Shore. He has practiced occupational medicine for 25 years and has performed Independent Medical Examinations for 15 years. He is a Certified Independent Medical Examiner, MRO and a Certified Medical Examiner for the DOT. He is a member of the American College of Physicians, American College of Occupational and Environmental Medicine and the Association of Occupational Health Professionals in Healthcare. He is also a member of the Medical Advisory Board for Underwriters Laboratory/Workplace Safety.

2015B010

September 11, 2015 1:30 pm - 2:15 pm

45-min Breakout Session *Level: Intermediate*

Title: Women at Work: Policies and Practices to Promote Healthy Moms

Presenter: Lili Tenney Starr, MPH

Topic Overview: Today, we're facing increasing changes and national attention to promote the health and well-being of women returning to work after having children. In 2013, 69% of all mothers with children under age 18 were employed. Among mothers with infants, 57% are working. While new mothers have always been a focus of employee health, changing roles at work and at home beg the question, what tools do working mothers need? What worksite accommodations and policies should be integrated as part of a worksite wellness program to support new mothers?

This presentation will address health promotion programs at work that build healthy environments for keeping working mothers healthy on the job and to retain them as employees. Discussion will include the top health concerns facing new mothers, including stress, weight management, physical activity and work-life issues. Learn what policies and best practices are encouraged to manage maternal leave, return to work and health promotion before and after childbirth.

Objectives:

1. Recognize the renewed focus of women in the workplace.
2. Explain policies and best practices for new mothers in the workplace.
3. Explain major health concerns of new mothers in the workplace.
4. Discuss ways to integrate these practices into your worksite wellness program.



Speaker Bio: Lili Tenney Starr is the Deputy Director at the Center for Worker Health and Environment and an instructor at the Colorado School of Public Health. She is Co-founder and Director of Health Links™, an initiative to promote worksite wellness by providing businesses with expert advising, certification, direct support and connection to local health and wellness services. She conducts research on workplace health promotion and health protection programs, Total Worker Health™, health behaviors, productivity and employer-based outcomes.

2015B011

September 11, 2015 1:30 pm - 2:15 pm

45-min Breakout Session *Level: Basic*

Title: iHurt, uHurt, wii All Hurt ... The Toll of Technology

Presenter: Kathy Espinoza, MBA, MS, CPE, CIE

Topic Overview: From Blackberries to iPads to Windows-based tablets, mobile technology is an ever more common feature in America's homes and offices. We see them everywhere, from planes to trains to preschool classrooms. In our modern world, the quest for interconnectedness through mobile technology is at an all-time high, but at what personal price? Texting thumb? iPad neck? Cell phone shoulder? Instant communication by text message, whether through iPhones, iPads, Xboxes or laptops, has changed our culture and expectations while creating a civilization that screams iHurt! This session

will discuss the ergonomics around the use of modern technology to avoid the personal toll that technology takes on our body.

Objectives:

1. Describe the toll technology takes on the human body and the trade-offs from technology use.
2. Describe hearing concerns from iPods and earbuds, as well as dangers of excessive sitting.
3. Discuss focus issues, compulsive checking of devices and addiction to technology.



Speaker Bio: Kathy Espinoza is a board certified Professional Ergonomist with dual master's degrees in Work Science/Physiology and Business Administration. She has worked at Keenan for 12 years providing ergonomic assessments and injury prevention training to office personnel, management, executive boards, custodial and facility departments. She gained most of her experience in ergonomics while serving as the Coordinator of the Chronic Back Pain Program for Kaiser Permanente in Fontana for over 12 years. Espinoza taught Ergonomics in the Workplace at the University of California, Riverside (UCR) for over 10 years and was the 2010 recipient of the UCR Instructor Excellence Award. She has 54 articles published in the field of ergonomics.

2015B012

September 11, 2015 1:30 pm - 2:15 pm

45-min Breakout Session *Level: Intermediate*

Title: Building Resilience Among Medical Center Staff

Presenter: Rebecca Guest, MD, MPH

Topic Overview: Research has shown that stress among healthcare professionals is associated with many important problems (e.g. burnout, employee injury, jeopardized patient safety.) Memorial Sloan Kettering Cancer Center (MSKCC) recognizes that our employees may be subject to very stressful and exhausting work. Building Resilience is an institution-wide program supporting our medical center staff in their efforts to manage stress in healthy ways.

The presenter will describe the services offered to the more than 13,000 staff of MSKCC, including: tailored team workshops; educational seminars focusing on self-care; and "Building Resilience through the Arts" (i.e. a creative series providing a restorative lunch hour via music, visual arts, poetry, dance, etc.) How and why the programs were developed will be explained, as will the process followed to identify and tailor to particular needs of staff within different departments including, but not limited to, nurses, housekeeping and administrative support. Finally, participation and evaluation data will be reported, along with a discussion of costs and benefits of this work.

Objectives:

1. Discuss how stress management is a relevant component of a medical center occupational health and wellness program.
2. Describe the components of the Memorial Sloan Kettering Cancer Center Building Resilience Program.
3. Review steps to implement novel stress management programs.



Speaker Bio: Dr. Rebecca Guest is Assistant Attending in the Department of Medicine at Memorial Sloan Kettering Cancer Center and Weill Cornell Medical College. She is a clinical provider in Employee Health & Wellness Services, caring for hospital staff with work-related illnesses and injuries. She is a Founder and Director of Building Resilience, a unique and successful wellness program that supports staff in their efforts to manage stress in healthy ways. Dr. Guest has published and spoken at professional conferences on issues associated with burnout, “extreme jobs” and caring for the caretaker. She has an optimistic approach, focusing on strategies to enhance health and well-being in spite of challenging situations in our lives – both at

home and at work.

2015B013

September 11, 2015 1:30 pm - 2:15 pm

45-min Breakout Session *Level: Intermediate*

Title: The Impaired Practitioner: A Multi-Disciplinary Approach from Investigation to Resolution

Presenter: Andrew S. Gottlieb, FNP-BC

Topic Overview: Substance abuse, and ultimately impairment while at work, is a significant problem for healthcare employers. Many institutions have implemented pre-employment and/or random drug testing programs in an effort to combat this problem. Unfortunately, even the most stringent testing programs don’t seem to be able to completely eliminate the problem of an employee coming to work impaired or becoming impaired while at work. This is especially concerning when a clinician is impaired and providing care to patients. Massachusetts General Hospital, a 900+ bed acute care hospital, has taken a multi-disciplinary approach to deciphering impairment versus poor practice, investigating potential diversions and determining the best course of action once a conclusion has been made. The role of the occupational health professional is paramount to this process. Occupational Health needs to be involved with the development of hospital policy, the selection of the drug testing method and panel development, and potentially development of a return to work and monitoring plan. This includes reporting to and working with the clinicians licensing board.

Objectives:

1. Discuss tools available to decipher poor practice from impairment.
2. List at least three methods of substance abuse testing.
3. Review the legal requirements for reporting impairment and/or diversion of medication.
4. Identify three components of a successful return to work plan for a rehabilitated clinician.
5. Describe the value of Occupational Health as part of the team.



Speaker Bio: Andy Gottlieb graduated from Emory University with a BSN in 1996. After working as a registered nurse for several years, he attended the University of Texas, Houston Health Science Center. He received his MSN in the Family Nurse Practitioner Track and an MPH in the Occupational Health concentration in 2001. Gottlieb has been working for Partners Healthcare in Boston for 13 years in Occupational Health. For the past nine years, he has been serving as the Director of Occupational Health Services at Massachusetts General Hospital, a 900+ bed teaching hospital with more than 20,000

employees.

2015B014



September 11, 2015 1:30 pm - 2:15 pm

45-min Breakout Session *Level: Basic*

Title: Implementing Hospital Respiratory Protection Programs: New Educational Resources

Presenters: Barbara I. Braun, PhD and Debra Novak, PhD

Topic Overview: Protecting workers from exposure to all types of respiratory hazards is an important issue for all hospital staff, yet often does not receive the attention it deserves. Studies following the H1N1 outbreak identified several opportunities for improvement in respiratory protection programs (RPP.) To address this need, The Centers for Disease Control and Prevention (CDC) National Institute for Occupational Safety and Health (NIOSH) National Personal Protective Technology Laboratory (NPPTL) spearheaded a cluster of research activities around respiratory protection programs.

CDC/NIOSH/NPPTL recently developed a national toolkit, *Hospital Respiratory Protection Program Toolkit: Resources for Respirator Program Administrators (National Toolkit)*, to assist hospital respirator program administrators in the implementation of a comprehensive respiratory protection program that will meet the requirements as set forth in the OSHA standard (29 CFR 1910.134.) The toolkit provides authoritative guidance on indications for isolation precautions, the essential elements of a RPP, types of respiratory protection devices and sample program evaluation checklists.

In addition, The Joint Commission collaborated with CDC/NIOSH/NPPTL to develop an educational monograph designed to assist hospitals in addressing common challenges and barriers in the implementation of respiratory protection programs. The monograph, *Implementing Hospital Respiratory Protection Programs: Strategies from the Field*, features case study examples, strategies, new resources and a variety of approaches which were solicited from the field and vetted through an eight-member Technical Expert Panel, with expertise in occupational health, environmental medicine, emergency preparedness, infectious diseases and industrial hygiene. It is designed to be a companion document to the CDC/NIOSH/NPPTL toolkit.

This presentation will illustrate the processes for developing the two resources, highlight the features and key points in each, and show how they can be used to improve respiratory protection programs.

Objectives:

1. Describe processes for development of new respiratory protection resources.
2. Review key points of the National Toolkit for respiratory program administrators.
3. Explain key points of The Joint Commission educational monograph.

Speaker Bios: Dr. Barbara I. Braun is an Associate Director, Health Services Research, in the Division of Healthcare Quality Evaluation at The Joint Commission. In this role, she is involved with designing and implementing collaborative projects related to quality of care and multi-site infection prevention research funded by the Centers for Disease Control and Prevention (CDC) and the Agency for Healthcare Research and Quality (AHRQ,) with partners at several academic medical centers. She has been involved in research, evaluation and national performance measurement activities for more than 20 years, and has served as a principal and co-investigator on numerous research studies. She is a member of standing committees for AHRQ and the National Institute of Occupational Safety and Health (NIOSH) National Occupational Research Agenda Healthcare and Social Assistance Sector Council, which is charged with developing an industry-specific research agenda for the nation. She is a certified green belt in Robust Process Improvement, a blended form of lean and six sigma methodologies, and an adjunct faculty

member in the Master's in Healthcare Administration program at the UIC School of Public Health. Dr. Braun is the principal investigator of this NIOSH-supported project, which resulted in the development of the monograph *Implementing Hospital Respiratory Protection Programs: Strategies from the Field*.



Dr. Debra Novak is a Senior Service Fellow with NPPTL/NIOSH. Dr. Novak holds a PhD in Nursing from The University of Alabama-Birmingham and has over 30 years of experience in the field working in a variety of clinical, research and faculty positions. In her current position, she is responsible for translating PPE research findings to clinical workplaces and thereby promoting safer healthcare worker practices. Dr. Novak sits as an invited member on several national healthcare professional practice committees. She recently served as the project manager for several NIOSH-funded healthcare research projects, including the NIOSH-sponsored initiatives which resulted in the publication of two educational resources focused on respiratory protection programs: *Hospital Respiratory Protection Program Toolkit: Resources for Respirator Program Administrators*; and *Implementing Hospital Respiratory Protection Programs: Strategies from the Field*.

2015B015

September 11, 2015 2:25 pm - 3:10 pm

45-min Breakout Session *Level: Advanced*

Title: NIOSH Occupational Health Safety Network: Current Trends, Upcoming Exposure Module

Presenter: Ahmed Goma, MD, ScD, MSPH

Topic Overview: Healthcare and social assistance accounts for the highest number of private industry non-fatal occupational injuries among all sectors, representing 20.7% of all occupational injuries reported to the Bureau of Labor Statistics (BLS) in 2013. The Occupational Health Safety Network (OHSN) is a voluntary surveillance system developed by the National Institute for Occupational Safety and Health (NIOSH,) part of CDC, and collaborating partners in 2011 to enable near real-time tracking of occupational injuries among healthcare personnel (HCP,) including injury event type, occupation of the injured worker, injury location and injury risk factors. From January 2012 to October 2014, 112 hospitals in 19 states and Washington D.C. used OHSN to track: slips, trips and falls (STF;) musculoskeletal disorders due to patient handling (PHM;) and workplace violence (WPV) among their HCP. A total of 13,798 injuries were reported to OHSN. More than 76% of these injuries met Occupational Safety and Health Administration (OSHA) recordability criteria. Nurses (38%,) nursing assistants (19%) and radiology technicians (4%) accounted for 61% of injuries.

OHSN empowers participating hospitals to identify, promote and measure the impact of practical interventions to reduce injuries among HCP in hospital settings. OHSN data suggest that readily available hospital resources such as lifting equipment can significantly reduce the number of patient handling injuries.

Objectives:

1. Identify observed trends in injury rates from aggregate OHSN data.
2. Explain how to join and participate in OHSN.
3. Describe how to use reports and prevention resources in OHSN.
4. Review the new OHSN Exposure Module.



Speaker Bio: Ahmed Gomaa started his career as an orthopedic surgeon treating occupational injuries for five years in Alexandria, Egypt before he joined Tulane University to study occupational and environmental epidemiology. He completed his internal medicine training at the University of South Alabama and occupational medicine training at Harvard. Dr. Gomaa is a practicing physician and is board certified by the American Board of Preventive Medicine in Occupational Medicine. During his tenure at the CDC and NIOSH, he worked in many environmental and

occupational medicine activities, including the prevention of occupational injuries and illness in the healthcare sector.

2015B016

September 11, 2015 2:25 pm - 3:10 pm

Title: Violence in the Workplace: Danger from the Inside - Danger from the Outside!

Presenter: Steven A. Burt, MFA, BS

Topic Overview: Violence in the Workplace. We hear about it every once in a while, yet it seems like it's happening more often. And, for every incident that we hear or read about in the news, many other smaller incidents occur across the country each day that we don't hear about. Employers have both legal and ethical responsibilities to maintain a safe work environment – for the patients, but also for the staff. Well over half of the employers in this country have no program or policy addressing workplace violence, and among those who have a policy, less than half address domestic violence. Workplace violence probably wouldn't or couldn't happen at your healthcare facility - right? Or could it? Workplace violence has remained among the top four causes of death at work for over 15 years, and it impacts thousands of workers and their families annually. Employers can be held liable for workplace violence when it can be shown that there was negligent hiring, negligent retention, negligent security and/or inadequate safeguards to provide a “safe and healthful workplace.” As an occupational health professional, how can you help to minimize the potential for violence in employees?

Hospitals may face liability for workplace violence events. You want to be prepared! OSHA has issued the Compliance Directive “Enforcement Procedures for Investigating or Inspecting Incidents of Workplace Violence.” This comprehensive seminar will explore the statistics, the legal issues surrounding employment practices and what OSHA is doing to try to make your workplace safer for employees.

Objectives:

1. Review the comprehensive list of best practices outlined in OSHA’s Compliance Directive C PL 02-01-052 for Investigating Reports of Violence in the Workplace.
2. Explain the importance of quality screening of potential employees by Human Resources to minimize future violent incidents.
3. Demonstrate the importance of supervisory training for a frontline awareness of personality changes in employees which may predict violent behaviors.
4. Discuss how to initiate legal strategies to address issues of disruptive behavior at any level, including a workable process to address disruptive behavior among staff members.



Speaker Bio: Stephen A. Burt is President and CEO of Healthcare Compliance Resources, an affiliate of Woods Rogers Consulting, a company developing and delivering strategic solutions to today's healthcare regulatory compliance problems. From 1981 to 1994, as Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA,) he was responsible for OSHA, EPA and Joint Commission compliance and was awarded the prestigious American Hospital Association's Phoenix Award in 1988. During this time, he served as non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC.) Most recently, he served two years as the Corporate Administrator of Employee Safety for Inova Health System in Falls Church, VA, with responsibility in employee health and for OSHA compliance. Burt conducts over 30 full-day OSHA, HIPAA and employee health seminars annually for the University of North Carolina, Duke University, East Carolina University, the Association of Occupational Health Professionals in Healthcare, the Virginia Hospital and Healthcare Association, and the American Hospital Association, among others. He is a member of the Virginia Chapter Board and serves on the Government Affairs Committee. Burt is the Past Executive Vice President of AOHP.

2015B017

September 11, 2015 2:25 pm - 3:10 pm

45-min Breakout Session *Level: Intermediate*

Title: Physical & Psychosocial Workplace Factors Associated with Carpal Tunnel Syndrome: A Pooled Prospective Study

Presenters: Carisa Harris Adamson, PhD, PT

Topic Overview:

INTRODUCTION: Between 2001 and 2010, five research groups conducted coordinated prospective studies of carpal tunnel syndrome (CTS) incidence among U.S. workers from various industries. This analysis examined the associations between workplace physical, psychosocial factors and incidence of dominant-hand CTS, adjusting for personal risk factors.

METHODS: 2,474 participants were followed up to 6.5 years (5102 person-years.) Individual workplace exposure measures of the dominant hand were collected for each task and included force, repetition, duty cycle and posture. Task exposures were combined across the workweek using time-weighted-averaging (TWA) to estimate job level exposures. CTS case-criteria was based on symptoms and results of electrophysiological testing. Information on occupational psychosocial factors was collected with scales from the Job Content Questionnaire (JCQ.)

RESULTS: After adjustment for covariates, analyst (HR=2.17; 95% CI: 1.38-3.43) and worker (HR=2.08; 95% CI: 1.31-3.39) estimated peak hand force, forceful repetition rate (HR=1.84; 95% CI: 1.19-2.86) and percent time spent (e.g., duty cycle) in forceful hand exertions (HR=2.05; 95% CI: 1.34-3.15) were associated with increased risk of incident CTS. Associations were not observed between total hand repetition rate, percent duration all hand exertions, or wrist posture and incident CTS. Psychological demand (HR=1.31; 95%CI: 0.88-1.96) was not confounded by biomechanical exposures, yet decision latitude was confounded by the HAL Scale (HR=0.84; 95%CI: 0.54-1.31). There was evidence of effect modification of the association between decision latitude and CTS by forceful repetition rate among the lower half (HR=0.64; 95%CI=0.34-1.20) and upper half (HR=1.78; 95%CI=0.83-3.81) and various physical exposure measures.

DISCUSSION: In this prospective multi-center study of production and service workers, measures of exposure to forceful hand exertion were associated with incident CTS after controlling for important covariates. When work psychosocial factors were assessed for effect modification by biomechanical exposure, a trend supported a protective association between high decision latitude and incidence of CTS only among those with low biomechanical exposure.

Objectives:

1. Discuss the hypothesized relationship among physical, psychosocial factors & CTS using a directed acyclic graph.
2. Describe how different measures of force are associated with incident CTS.
3. Recognize how psychosocial factors are independently related to CTS.
4. Identify how physical risk factors modify the relationship between psychosocial risk factors and CTS.



Speaker Bios: Dr. Carisa Harris started her career as a Physical Therapist with a master's degree from the University of California at San Francisco. She developed a keen interest in occupational health through her work in various occupational medicine clinics and eventually spent 10 years developing a company that provided onsite injury and prevention services to large self-insured companies. Dr. Harris returned the University of California at Berkeley to receive a PhD in Environmental Health Sciences. In 2011, she joined the Samuel Merritt University Physical Therapy Department as faculty teaching Functional Anatomy and Biomechanics, Research Methods and Clinic Management courses.

Concurrently, she has been a part-time post doc at UC Berkeley working on a NIOSH-funded Upper Extremity Musculoskeletal Disorder Consortium project. The group pooled prospective data from six different research studies to assess the relations between physical risk factors and Carpal Tunnel Syndrome (CTS.) Her current research is focused on physical, personal and work psychosocial factors associated with work disability among those with CTS or other upper extremity disorders. She also performs lab-based exposure assessment and intervention studies on high risk occupational tasks.

2015B018

September 11, 2015 2:25 pm - 3:10 pm

45-min Breakout Session *Level: Intermediate*

Title: Maximizing the Effectiveness of Hospital Respiratory Protection Programs: State and National Efforts

Presenter: Barbara Materna, PhD, CIH

Topic Overview: Respiratory protection, when used correctly, is one way to help protect healthcare workers from disease caused by inhaling infectious aerosols. In recent years, in response to diseases such as tuberculosis and pandemic H1N1 influenza, hospitals have invested substantial resources in implementing comprehensive respiratory protection programs (RPPs.) This presenter has participated in several projects from 2009-2015 focused on assessing hospital RPPs, identifying common problems and best practices, and then producing and compiling educational resources designed to assist anyone who is responsible for administering a hospital RPP. This work, funded by the National Institute for Occupational Safety and Health's National Personal Protective Technology Laboratory (NIOSH NPPTL,) has been conducted in collaboration with numerous healthcare stakeholders. The effort has culminated in the 2015 release of the co-branded NIOSH-OSHA web-based document *Hospital Respiratory Protection Toolkit: Resources for Program Administrators*.

Objectives:

1. Review respirator use in healthcare.
2. Explain the findings of field projects assessing hospital respirator programs.
3. Describe new NIOSH-OSHA resources for hospital respirator program administrators.



Speaker Bio: Dr. Barbara Materna is the Chief of the Occupational Health Branch in the California Department of Public Health (CDPH.) The Occupational Health Branch is a non-regulatory public health program aimed at promoting healthy workplaces for all Californians. Dr. Materna is a Certified Industrial Hygienist with over 30 years of occupational health experience and holds a PhD in Environmental Health Sciences from the University of California at Berkeley. Her work at CDPH has focused on diverse topics including occupational lead poisoning prevention, wildland firefighter

exposures, injuries among refuse collectors, lung disease related to flavoring chemicals, and the use of respiratory protection for prevention of aerosol transmissible diseases.

2015B019

September 11, 2015 2:25 pm - 3:10 pm

45-min Breakout Session *Level: Intermediate*

Title: Developing Effective Policies & Procedures for Your Safe Patient Handling Program

Presenter: Kent Wilson, CIE, CSPHP

Topic Overview: This presentation will walk participants through the difficult process of developing a user-friendly and practical safe patient handling policy. Attendees will learn what key tools to incorporate into a successful policy that will drive compliance and positive outcomes. From writing roles and responsibilities of all management levels to dependency definitions and proper algorithms, this presentation will cover all of the basic components of a quality policy. Participants will be encouraged to bring examples and discuss aspects of their current policies so they can return with real and beneficial solutions.

Objectives:

1. Describe the key components of a clear, concise and consistent safe patient handling policy.
2. Identify the appropriate use of dependency descriptors.
3. Explain the basic rules of developing usable patient handling algorithms.
4. Describe the role and proper application of activity, compliance and outcome measures.



Speaker Bio: Kent Wilson has performed ergonomic and safety evaluations for dozens of healthcare facilities around the country. He is a Certified Ergonomist who takes an active role in the development of regulatory standards. He is a full member of the Human Factors and Ergonomics Society, The National Safety Council and The American Industrial Hygiene Association, as well as an active participant on their Ergonomic and Healthcare committees. Wilson is the recent Past President of the Association of Safe Patient Handling Professionals.

2015B020

September 11, 2015 2:25 pm - 3:10 pm

45-min Breakout Session *Level: Intermediate*

Title: Iatrogenic Presenteeism: Who, Me?-Part I

Presenter: William G. Buchta, MD, MPH, FACOEM

Topic Overview: Every specialty has its procedure that makes it unique. In occupational medicine, our special skill is in disability management, and the product is an accurate, concise and clear work status report in the form of work restrictions. And yet, there is virtually no science behind the determination of what restrictions are appropriate for a certain worker. Each case stands on its own merits, but there are general principles that can be applied to the return-to-work process. In Part 1 of this series, Dr. Buchta will discuss the foundational principles of disability and presenteeism and how medical providers can foster (or hinder) the process of returning workers back to the workplace at the right time with the right restrictions, if any.

Objectives:

1. Describe the existing literature supporting medical restrictions in the workplace.
2. Clarify differences between the major constructs in disability management.
3. Contrast two different models of disability management.



Speaker Bio: Dr. William Buchta has had his primary occupational medicine practice in medical center occupational health since 1992 and was Medical Director of the Occupational Health Service at Mayo Clinic Rochester for 11 years. He was Chair of the ACOEM section of Medical Center Occupational Health for four years and is the current Chair of the ICOH Scientific Committee on Occupational Health for Healthcare Workers. He also practices aerospace and hyperbaric medicine at the Mayo Clinic.

2015B021

September 11, 2015 3:20 pm - 4:05 pm

45-min Breakout Session *Level: Intermediate*

Title: Fitness for Duty: How to Handle Physical, Mental Health and Substance Abuse Concerns in the Workplace

Presenter: Andrew S. Gottlieb, FNP-BC

Topic Overview: Fitness for duty may be due to a multitude of factors; not only physical conditions or functional impairment, but also possibly substance abuse and/or mental health conditions. The occupational health (OH) clinician is expected to apply clinical expertise and judgment to determine if the employee's behavior and/or performance issues are related to a medical condition rendering them unfit to work in a safe and healthy manner.

Once an employee has been identified as potentially being unfit, the OH clinician serves as the liaison between management, the employee, the employee's provider and potentially an independent medical examiner. It is essential for the OH clinician to have a good understanding of the various regulatory standards that guide this interactive process, including the OSHA General Duty Clause, the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA) and HIPAA.

To ensure the best outcome for both the employee and the institution, the OH clinician must have a firm understanding of the regulatory, operational and safety issues in the workplace involving the employee. In addition, the OH clinician needs to understand the importance of measuring fitness objectively and, in

most cases, of having an independent determination of fitness that is acceptable to both the employee and employer.

Objectives:

1. Explain the differences among physical, mental health, and substance abuse fitness for duty issues.
2. Explain the legal issues surrounding fitness for duty issues.
3. Recognize the role of the Independent Medical Examiner (IME) and the value of the Functional Capacity Exam (FCE.)
4. Describe the role of the occupational health clinician throughout the fitness determination process.



Speaker Bio: Andy Gottlieb graduated from Emory University with a BSN in 1996. After working as a registered nurse for several years, he attended the University of Texas, Houston Health Science Center. He received a master's degree in the Family Nurse Practitioner Track and an MPH in the Occupational Health concentration in 2001. Gottlieb has been working for Partners Healthcare in Boston for 13 years in Occupational Health. For the past nine years, he has been serving as the Director of Occupational Health Services at Massachusetts General Hospital, a 900+ bed teaching hospital with more than 20,000 employees.

2015B022

September 11, 2015 3:20 pm - 4:05 pm

45-min Breakout Session *Level: Basic*

Title: Laser Safety & Occupational Exposures

Presenters: Mary J. Ogg, MSN, RN, CNOR

Topic Overview: LASER is an acronym which stands for Light Amplification by Stimulated Emission of Radiation. The laser produces an intense, highly directional beam of light. The most common cause of laser-induced tissue damage is thermal in nature, where the tissue proteins are denatured due to the temperature rise following absorption of laser energy.

The human body is vulnerable to the output of certain lasers, and under certain circumstances, exposure can result in damage to the eye and skin. Research relating to injury thresholds of the eye and skin has been carried out to understand the biological hazards of laser radiation. It is now widely accepted that the human eye is almost always more vulnerable to injury than human skin. Workers unprotected from laser exposure can suffer serious eye and skin injuries, including permanent blindness and tissue damage, in addition to respiratory hazards from surgical smoke.

Objectives:

1. Describe the range of tissue interactions that can be achieved with the use of lasers.
2. List four safety standards regarding laser use according to the American National Standards Institute (ANSI,) AORN and the American Society for Lasers in Medicine and Surgery.
3. Explain the essential steps that must be in place to ensure safety for patients and healthcare personnel during laser use.
4. Review potential employee-related laser incidents.



Speaker Bios: Mary J. Ogg is a Perioperative Nursing Specialist at the Association of periOperative Registered Nurses (AORN.) Her primary responsibility is authoring guidelines (ie, Managing the Patient Receiving Moderate Sedation, Care of the Patient Receiving Local Anesthesia, Complementary Care Interventions, Electrosurgery, Lasers, Sharps Safety, Ambulatory Supplements.) Other responsibilities include providing professional, technical and management consultative services regarding perioperative nursing practice. She creates products and education materials that support the perioperative professional's safe workplace practice that include the development of AORN tool kits and videos for sharps safety, surgical smoke evacuation, workplace safety, cultural competence, and safe patient handling and movement in the perioperative setting. Ogg completed the Team STEPPS Master Trainer Course and is certified in the Fundamental Use of Surgical Energy (FUSE.) She has practiced in multiple settings, including hospital-based operating rooms, ambulatory surgery centers, and office-based operating rooms in management and clinical practice roles. Prior to employment at AORN, Ogg was the Ambulatory Surgical Services Manager at Inova Surgery Center in Falls Church, VA. She has worked as a staff nurse and RN first assistant in California, Maryland, Virginia, Florida, Hawaii, Kentucky, New Mexico and Colorado. She is a member of the Epsilon Zeta Chapter of Sigma Theta Tau.

2015B023

September 11, 2015 3:20 pm - 4:05 pm

45-min Breakout Session *Level: Advance*

Title: Legislative Update: What's New for 2015

Presenter: Stephen A. Burt, MFA, BS

Topic Overview: Occupational health plays a pivotal role in the ongoing safety of the work environment. As members of the management team, it is essential for occupational health professionals to know and understand the potential changes in the regulatory environment caused by the passage of newly introduced legislation. This session will review the pertinent and germane bills introduced in the first session of the 114th Congress and give insights into the reasons behind the issues. We will examine the bills which have passed and the bills which have been introduced – both shed light on where we are heading in the ever-changing – and evolving – regulatory arena of occupational health.

We will also review new initiatives presented by various federal agencies. Since 2008, OSHA has once again become an enforcement agency and, in its fall 2014 regulatory agenda, OSHA has included initiatives for a new infectious disease standard and regulations which may result in changes to the Recordkeeping Standard. This section of the legislative review will discuss the proposed regulations introduced by the Department of Labor and Health and Human Services and give details of the potential outcomes and impacts on occupational health professionals.

Objectives:

1. Identify which new legislation introduced into the 114th Congress may impact occupational health.
2. Describe the issues behind newly introduced legislation and the potential for passage.
3. Identify strategies to address departmental changes brought on by the newly introduced legislation.
4. Review OSHA's and HHS's upcoming regulatory agenda for 2015 and initiatives which may impact the Occupational Health Department.



Speaker Bios: Stephen A. Burt is President and CEO of Healthcare Compliance Resources, an affiliate of Woods Rogers Consulting, a company developing and delivering strategic solutions to today's healthcare regulatory compliance problems. From 1981 to 1994, as Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA,) he was responsible for OSHA, EPA and Joint Commission compliance and was awarded the prestigious American Hospital Association's Phoenix Award in 1988. During this time, he was non-legislative

appointee to the Joint Legislative Administrative Review Commission (JLARC.) Most recently, he served two years as the Corporate Administrator of Employee Safety for Inova Health System in Falls Church, VA, with responsibility in employee health and for OSHA compliance. Burt conducts over 30 full-day OSHA, HIPAA and employee health seminars annually for the University of North Carolina, Duke University, East Carolina University, the Association of Occupational Health Professionals in Healthcare, the Virginia Hospital and Healthcare Association, and the American Hospital Association, among others. He is a member of the Virginia Chapter Board and serves on the Government Affairs Committee. Burt is the Past Executive Vice President of AOHP.

2015B024

September 11, 2015 3:20 pm - 4:05 pm

45-min Breakout Session *Level: Intermediate*

Title: High-Reliability Employee Safety Culture Development

Presenter: Cory Worden, MS, CSHM, CSP, CHSP, REM, CESCO

Topic Overview: In healthcare, employee safety often becomes one of many competing priorities. With this, regulatory compliance measures such as OSHA and Joint Commission standards tend to become benchmarks for success, while accident and injury rates persist to the outdated mantra of "the cost of doing business." However, by utilizing High-Reliability principles to account for the comprehensive and systemic identification, assessment, and control of hazards among environmental conditions and behaviors, components and relations, and managerial oversight to promote reliability of behaviors and validity of metrics, workplace safety can become a matter of continual improvement, and accident and injury reduction can become a reality.

This presentation discusses the differences between a true High-Reliability Organization that requires workplace safety as a pre-requisite to success in any operation (let alone a device to avoid catastrophic failure,) and a culture of baseline, minimal compliance. It discusses High-Reliability concepts, starting with Enterprise Risk Management, illustrates how reliability and validity of data are required through program participation and managerial oversight before any progress can be considered real, and systemically and scientifically delineates a workplace safety program into integrated components that are executable in an organization of any size. Ultimately, true to High-Reliability concepts, these components allow for the positive reinforcement of safe behaviors, maintenance of safe conditions, and the interaction between the two to account for a total culture change.

Objectives:

1. Identify the principles and concepts of a High-Reliability Organization.
2. Discuss the correlation of High-Reliability principles with hazard identification, assessment and control.
3. Define workplace safety program components leading to the implementation of High-Reliability principles.



Speaker Bio: Cory Worden is the Manager of System Safety for the Memorial Hermann Healthcare System in Houston, TX, and holds a Master of Science in Occupational Health and Safety. He is a CSP, CSHM, CHSP, REM and CESCO and has worked in the development, implementation and management of safety, health, environmental, emergency Management and training programs for more than 10 years. He has a wealth of experience in the military, manufacturing, municipal government and healthcare. Worden's latest book, Surviving Safety, was published in

December 2013.

2015B025

September 11, 2015 3:20 pm - 4:05 pm

45-min Breakout Session *Level: Intermediate*

Title: DoG the WAGs: An Innovative Solution to Reduce Exposure to Waste Anesthetic Gases

Presenter: Melissa Brown, CHES

Topic Overview: Occupational exposure to waste anesthetic gases (WAG) poses serious and long-term health risks for employees and their families. The Occupational Safety and Health Administration (OSHA) estimates that more than 250,000 U.S. healthcare professionals working in hospitals, operating rooms, dental offices and veterinary clinics are exposed to waste anesthetic gases every year. Laws and recommendations regarding WAG exposures are outdated and vague. In 2014, Legacy Health was awarded a \$180K grant to upgrade its program for preventing, reducing and educating on exposures to anesthetic waste gases.

The presentation provides an overview of the approach used by Legacy Health to revamp and expand its program regarding WAG monitoring, risk notification and exposure prevention among its five medical centers and a large research facility. The new WAG program focused on three areas: 1) reduce exposure to anesthetic gases using an innovative and inexpensive device which can easily be adopted at other facilities; 2) educate employees, managers and contractors on the risks of WAG exposure and how to reduce their own risk, and 3) develop and implement a WAG monitoring program across multiple departments.

The presentation will discuss a study investigating the efficiency of a Disposal of Gas (DoG) control device to reduce the amount of waste anesthetic gases present in the breathing area of staff. The device is intended to be used in conjunction with a system-wide monitoring program and educational materials that help reduce potential exposure to airborne WAG concentrations generated from the mask during surgical procedures. The study concluded that DoG device implementation in addition to work practice modifications may be highly effective control measures that reduce occupational exposure to gases. Examples of policy, educational materials, monitoring programs and an outline for how to create a DoG device will be provided to attendees.

Objectives:

1. Recognize risks of Waste Anesthetic Gases (WAG) in occupational settings.
2. Describe the best practices to reduce WAG exposures.
3. Identify the tool to develop an effective WAG monitoring program.



Speaker Bio: Melissa Brown holds a BS in Public Health with a minor in Human Biology. She is a Certified Health Education Specialist (CHES) and is the Coordinator for Employee Health at Legacy Health in Portland, OR. In her role with Legacy Health, a medical system of over 15,000 employees and staff, Brown manages system-wide programs such as the annual influenza vaccine campaign, the system-wide hazard notification, and works on industrial hygiene and safety projects such as the WAG program. She is currently pursuing her Master's in Health Administration and plans to continue working in occupational health.

2015B026

September 11, 2015 3:20 pm - 4:05 pm

45-min Breakout Session *Level: Intermediate*

Title: Iatrogenic Presenteeism: Who, Me?- Part II

Presenter: William G. Buchta, MD, MPH, FACOEM

Topic Overview: Every specialty has its procedure that makes it unique. In occupational medicine, our special skill is in disability management, and the product is an accurate, concise and clear work status report in the form of work restrictions. In Part 1, the concepts of disability management were discussed. Part 2 provides further exploration of the steps recommended for crafting work restrictions, presents “pearls” from an experienced provider and includes case study discussion.

Objectives:

1. Develop a framework to consistently write appropriate work restrictions.
2. Apply principles of proper work restrictions to select cases.
3. Demonstrate a variety of methods to communicate the same work status.



Speaker Bio: Dr. William Buchta has had his primary occupational medicine practice in medical center occupational health since 1992 and was Medical Director of the Occupational Health Service at Mayo Clinic Rochester for 11 years. He was Chair of the ACOEM section of Medical Center Occupational Health for four years and is the current Chair of the ICOH Scientific Committee on Occupational Health for Healthcare Workers. He also practices aerospace and hyperbaric medicine at the Mayo Clinic.

2015C001

September 12, 2015 7:45 am - 8:45 am

1-hour General Session *Level: Intermediate*

Title: AOHP Court at the Gold Rush Strike

Presenters: Walter Newman, MD, Phil Walker, JD, Darlene Cooper, RN and Jill Peralta-Cuellar, RN

Topic Overview: "All rise" as AOHP Court is called to order! AOHP Court will take four real, litigated cases, and members will debate each case. The audience will vote, and our judge will reveal actual decisions.

Objectives:

1. Explain an improved understanding of drug testing.

2. Examine reasonable accommodation.
3. Underline the importance of wellness exams.
4. Identify increased awareness of wrongful termination.



Speaker Bios: AOHP Court's presiding judge is the (very) Honorable **Dr. Walter Newman**, an alumnus of Stanford University and the The University of California, San Francisco School of Medicine. He is an occupational physician and educator in the San Francisco Bay area. Dr. Newman is a consultant to many organizations in California and serves on the clinical faculty at Stanford University.



Phil Walker is a professional speaker, teacher and national trial counsel for employers in California workers' compensation and Longshore defense. For over 30 years, he has represented California's airlines, shipyards, steel companies, retailers, universities and insurers, including the University of California, Stanford University Medical Center, Alcoa, Bethlehem Steel, USX Corporation, United Airlines and the U.S. Army. Walker served as House Counsel for USX Corporation, General Counsel for New York City's largest residential real estate firm - Insignia

Douglas Elliman - and Managing Attorney for Fireman's Fund Insurance Company. He was a Partner with Laughlin, Falbo, Levy & Moresi. Walker is a member of the Bars of California, New York and the District of Columbia. He was educated at Vanderbilt University, where he studied creative writing and public speaking, and Washington & Lee Law School. He has been a national legal columnist for *Genre Magazine* and host of his own television show in San Francisco. He appeared as "the Clerk of Court" with Gene Hackman in *Class Action*.



Darlene Cooper is the Manager of Occupational Health Services at Procter & Gamble Chemicals Plant in Sacramento, CA. She is responsible for providing comprehensive health and wellness services to employees at this manufacturing site. Cooper received her nursing degree at Sacramento City College and her BSN at California State University, Dominguez Hills. She received her Master's in Public Administration with an emphasis on Health Services Administration from the University of San Francisco.



Jill Peralta-Cuellar, RN is Manager Employee Health of Salinas Valley Memorial Healthcare.

2015C002

September 12, 2015 8:50 am - 9:35 am

45-min General Session *Level: Advanced*

Title: Temporary Workers – Really? And Who's Responsible For What?!

Presenter: Stephen A. Burt, MFA, BS

Topic Overview: OSHA recently announced an initiative to protect temporary employees from workplace hazards. OSHA has become increasingly concerned that some employers may be using temporary workers to duck their compliance obligations. Knowing that a worker is – or is not – an employee can be tricky. The federal courts use an “economic realities” test to determine whether an individual is an employee or a temporary employee. Depending on the state in which a hospital is located, state courts may use a similar test or a “right-to-control” test to determine whether an individual is an employee or a temporary employee under the applicable state labor (OSHA,) wage and hour laws. OSHA is directing field inspectors to assess whether employers who use temporary workers are complying with their responsibilities. Inspectors will evaluate whether temporary workers are exposed to safety and health violations, and they will assess whether temporary workers received required training in a language and vocabulary they could understand. To assist employers in addressing the temporary worker issue, on August 25, 2014, OSHA and NIOSH released recommended practices for staffing agencies and host employers to better protect temporary workers from hazards on the job. Proper recordkeeping and reporting is also critical so responsibilities can be clearly defined. The guidance clarifies that illness and injury recordkeeping for temporary employees should be accounted for on only one employer’s 300 log.

According to Dr. David Michaels, Assistant Secretary of Labor for Occupational Safety and Health, *“Host employers need to treat temporary workers as they treat existing employees. Temporary staffing agencies and host employers share control over the employee and are therefore jointly responsible for the temp employee’s safety and health. It is essential that both employers comply with all relevant OSHA requirements.”*

Objectives:

1. Explain OSHA’s new emphasis on the safety of temporary workers and what hospitals should do to evaluate relationships with staffing agencies.
2. Describe methodologies to jointly review all worksites to which temporary workers might be sent, task assignments and job hazard analyses to identify and eliminate potential safety and health hazards and identify necessary training and protections for each worker.
3. Review the basics of recordkeeping in multi-employer settings and how to determine if an injury/illness is reportable.



Speaker Bio: Stephen A. Burt is President and CEO of Healthcare Compliance Resources, an affiliate of Woods Rogers Consulting, a company developing and delivering strategic solutions to today’s healthcare regulatory compliance problems. From 1981 to 1994, as Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA,) he was responsible for OSHA, EPA and Joint Commission compliance and was awarded the prestigious American Hospital Association’s Phoenix Award in 1988. During this time, he served as non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC.) Most recently, he served two years as the Corporate Administrator of Employee Safety for Inova Health System in Falls Church, VA, with responsibility in employee health and for OSHA compliance. Burt conducts over 30 full-day OSHA, HIPAA and employee health seminars annually for the University of North Carolina, Duke University, East Carolina University, the Association of Occupational Health Professionals in Healthcare, the Virginia Hospital and Healthcare Association, and the American Hospital Association, among others. He is a member of the Virginia Chapter Board and serves on the Government Affairs Committee. Burt is the Past Executive Vice President of AOHP.

2015C003

September 12, 2015 9:40 am - 10:10 am

30-min General Session *Level: Intermediate*

Title: The EXPO-S.T.O.P. Report: Exposure Benchmark Research Update

Presenters: Linda Good, PhD, RN, COHN-S and Miranda Dally

Topic Overview: Bloodborne pathogen exposures continue to occur among healthcare workers, despite years of attention and a variety of efforts to eliminate them. The AOHP-sponsored Exposure Survey of Trends in Occupational Practice (EXPO-S.T.O.P.) benchmarking research study (which has collected data since 2011) continues to provide new insights into this issue. This team-taught presentation will demonstrate to conference participants how research and evidence-based practice can inform their management of this crucial concern. The session will include updates on sharps and muco-cutaneous exposure incidence, expand on best practices in exposure prevention and provide a preview report on the most recent findings. This preview will include information gathered from 2013 and 2014 data, encourage continued member support, and demonstrate AOHP's commitment to the generation of original research and position as a recognized leader in occupational health practice.

Objectives:

1. Identify current bloodborne pathogen exposure prevention initiatives.
2. Discuss examples of prevention best practice.
3. Discuss findings of the most recent EXPO- S.T.O.P. survey, and encourage continued support.



Speaker Bios:

Linda Good has more than 30 years of nursing experience, including six years as an educator and 20 years in occupational health. She has a Master's and PhD in Nursing with experience in nursing research and is a Certified Occupational Health Nurse Specialist (COHN-S.) She serves as Director of Employee Occupational Health Services for Scripps Health in San Diego, CA, with extensive experience in the area of bloodborne pathogen exposure policy, investigation and prevention.

Miranda Dally is a Student Research Assistant for the Center for Worker Health and Environment at the University of Colorado. In this role, she provides data management and analysis support to the Center for Worker Health and Environment, as well as to Health Links™, a nonprofit initiative spearheaded by health and safety experts at the center whose mission is to simplify how worksite health and safety get done to help build healthy, vibrant businesses and a stronger local economy. Dally is a Biostatistics master's degree candidate at the Colorado School of Public Health and has more than five years' experience in data management and analysis of complex datasets.

2015C004

September 12, 2015 10:30 am - 11:15 am

45-min General Session *Level: Basic*

Title: Violent Threats in Healthcare: Readiness and Resiliency for When the Unthinkable Happens

Presenter: Lisa S. Angell, BSN, RN, MICN

Topic Overview: Few threats are as difficult to predict — and prevent — as the eruption of violence. Hospitals are faced with planning for and combating a variety of violent threats in a 24/7

operational environment. This important session reviews guidelines and regulations, and addresses key components of preparedness and response to violent threats and events in the hospital from a hospital operations basis, not a law enforcement perspective. Focus will be on training and exercise planning, contemporary challenges in preparing the facility for response, and the behavioral health considerations in both planning and recovery. Attendees will learn ways to improve the culture of safety across the organization.

Objectives:

1. Review healthcare specific statistics for incidence of workplace violence and active shooter in the healthcare environment.
2. Discuss legal and regulatory considerations associated with safety in the workplace, and illness and injury prevention plans.
3. Describe workplace security assessments to identify hospital risk factors when developing plans for hospital staff response activities to an active shooter incident.
4. Recognize the role of law enforcement, and anticipate initial response and interactions with hospital staff when preparing staff to respond.
5. Identify issues and needs for employees in the post-incident phase, including incident debriefing and plans for mental health interventions.



Lisa Angell has been a registered nurse for 35 years and has spent most of her professional career in the ER. In 1989, she was planning a disaster drill at Watsonville Community Hospital when the 6.9 Loma Prieta earthquake occurred — an event that propelled her into the realm of disaster preparedness. She has worked with the California Hospital Association as a Hospital Preparedness Coordinator serving the San Francisco and Bay Coastal area and was a member of the Secondary Workgroup for the HICS IV Revision project. Previously, Angell was a member of the HEICS III revision task force, the HICS IV Secondary Workgroup and the CDPH Surge Capacity project. She has

also served in the Air Force Reserves as a Flight Nurse and was deployed in support of Desert Storm. Angell is one of the two course developers and instructors for CHA's Active Shooter and HICS trainings.

2015C005

September 12, 2015 11:20 am – 12:05 pm

45-min General Session *Level: Intermediate*

Title: It Takes a Team: Detecting and Responding to Tuberculosis Transmission Events I Healthcare Facilities

Presenters: Julie Vaishampayan, MD, MPH

Topic Overview: Tuberculosis (TB) transmission can and does occur in hospitals and other healthcare settings. TB investigations in these settings pose unique challenges and opportunities to detect and prevent TB. This presentation will review a large TB outbreak that was identified in a small community in California. Many healthcare workers were exposed and became infected with TB; four healthcare workers developed active TB disease linked to this outbreak. Working together with public health and infection control practitioners, occupational health providers are playing a key role in investigating TB transmission, identifying infected healthcare workers, developing appropriate ongoing plans for TB evaluation, and offering preventive treatment. The outbreak investigation methods, including the role of TB genotyping and whole genome sequencing, will be reviewed. The issue of visitors to healthcare facilities being potential sources of TB will also be discussed.

Objectives:

1. Describe indications that TB transmission is occurring in a healthcare setting.
2. Discuss methods for investigating and responding to a TB outbreak or other TB transmission events in a healthcare setting and potential data sources.
3. Discuss short-course treatment regimens for TB infection.
4. Describe strategies to enhance healthcare worker adherence to TB infection treatment in a setting of recent TB transmission.



Speaker Bio: Dr. Vaishampayan is the Assistant Health Officer for San Joaquin County, CA, overseeing TB and STD control and is the medical director for the public health clinic. Previously, she has worked at the California Department of Public Health and in local public health in Michigan. Dr. Vaishampayan received her medical degree and completed her residency in internal medicine and fellowship in infectious diseases at Wayne State University School of Medicine, Detroit, MI. She completed her MPH with a concentration in epidemiology and Preventive Medicine residency at the University of Michigan.

2015C006

September 12, 2015 12:10 pm - 12:55 pm

45-min General Session *Level: Intermediate*

Title: Through the Crystal Ball: What the Next 25 Years Hold for OHPs and Workers' Compensation

Presenters: Phil Walker, J.D.

Topic Overview: Powerful changes are sweeping the worlds of economics, demographics, occupational health and workers' compensation. From bankrupt municipalities (Bakersfield, Detroit, Stockton) to ObamaCare; from aging and obesity to shifting demographics of employee populations; from shifts in work from office to home, employee to contractor, U.S. to foreign workers on visas, and people to machines; Phil Walker gazes into these changes and provides his predictions and warnings for the next 25 years of employee health and workers' compensation. This powerful session will provide attendees the forecasts to plan for the future and the tools and ideas to help prepare for, and anticipate, the changes which are certain to come.

Objectives:

1. Identify future changes in employee health and workers' compensation.
2. Explain economic factors and workplace changes driving the evolution of workers' compensation.
3. Explain practical tools for anticipating and dealing with changes in employee health and workers' compensation.



Speaker Bio: Phil Walker is a professional speaker, teacher and national trial counsel for employers in California workers' compensation and Longshore defense. For over 30 years, he has represented California's airlines, shipyards, steel companies, retailers, universities and insurers, including the University of California, Stanford University Medical Center, Alcoa, Bethlehem Steel, USX Corporation, United Airlines and the U.S. Army. Walker served as House Counsel for USX Corporation, General Counsel for New York City's largest residential real estate firm - Insignia Douglas Elliman - and Managing Attorney for Fireman's Fund

Insurance Company. He was a Partner with Laughlin, Falbo, Levy & Moresi. Walker is a member of the



Bars of California, New York and the District of Columbia. He was educated at Vanderbilt University, where he studied creative writing and public speaking, and Washington & Lee Law School. He has been a national legal columnist for *Genre Magazine* and host of his own television show in San Francisco. He appeared as “the Clerk of Court” with Gene Hackman in *Class Action*.