

W001

September 15, 2010, Wednesday 8:00 am - 5:00 pm

8-hour Workshop

Level: Basic

Title: Getting Started

Presenters: Aftab Ahmed, RN BSN, JoAnn Shea, ARNP MS COHN-S and Rosalie Sheveland, RN CIC COHN

Topic Overview: This comprehensive, informative workshop is designed as a detailed introduction 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 2010 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 the federal, state and local regulatory requirements as related to job placement, physical hazards, and biological and chemical exposures.
- 4) State current infection control practices related to infectious disease.
- 5) Identify strategies to utilize health teaching in infection control and safety.
- 6) Describe the effectiveness of case management in loss control.
- 7) Explain how to communicate the value of an occupational health professional's service and efforts toward continuous quality improvement.

Presenter Bio

Aftab Ahmed, RN BSN: Aftab Ahmed is a nurse in the Employee Health Department for Covenant Health System, Lubbock, Texas. He graduated from nursing school in Manchester, England and also holds a bachelor's in nursing from West Texas A&M. He worked in public health nursing prior to coming to Lubbock. Aftab has 25 years of nursing experience in a wide variety of health care settings, including intensive care, nursing administration and occupational health nursing. He has been employed in occupational health since 1994. Aftab is responsible for 6,500 employees, physicians and volunteers for health maintenance. Other responsibilities include hospital safety, Decontamination Response Team, Emergency Preparedness Task Force, implementation of safe needle devices throughout the system, and injury prevention and management.

JoAnn Shea, ARNP MS COHN-S: JoAnn Shea is the Director of Employee Health and Wellness at Tampa General Hospital, a teaching hospital with 6,500 employees. She has worked in the employee health field for 24 years and oversees an employee clinic with more than 30,000 visits per year, FMLA, workers' compensation, injury prevention, lift team, wellness and the drug-free workplace.

Rosalie Sheveland, RN CIC COHN: Rosalie Sheveland is the Director of Employee Health Services at O'Connor Hospital in San Jose, CA. She has 20 years experience in employee health and workers' compensation programs management and 12 years experience in infection control in an acute care hospital setting. Sheveland has been a member of AOHP for 20 years and has served as Chapter President, Vice President and is the current Secretary, AOHP CA Northern Chapter. She has presented on various workers' compensation, infection control and employee health topics at national and state conferences.

W002

September 15, 2010, Wednesday 8:00 am - 12:00 pm

4-hour Workshop

Level: *Intermediate*

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

Presenters: Richard Barker, BS MA CPE, Catherine Gouvin, OTR CHT CSHE and Kent Wilson, BS CIE

Topic Overview: The workshop will first provide an overview and offer remarks from each of the presenters, drawing upon their background and experience. Exercises and examples will be shared about proper assessment techniques to help participants get to the core of their SPH problems. The second portion of the presentation will draw upon some common obstacles encountered and offer recommendations and actual tools to achieve improved outcomes. Participants will work on policy development and intervention selection tools. Cost benefit analysis will also be discussed. The next section of the workshop will address the implementation process and overcoming common obstacles. Practical solutions and real-world exercises will be presented. In the final portion of the presentation, the participants will be divided into groups and provided with a “scenario” to solve, followed by each group presenting their “scenario” and sharing how they reached a successful conclusion.

Objectives:

- 1) Identify strategies for implementing and sustaining a safe patient handling (SPH) program.
- 2) Explain the use of assessment tools for a SPH program.
- 3) Clarify how to prepare and use a cost-benefit analysis using injury logs and insurance loss-runs.
- 4) Summarize how to measure results of an effective SPH program.

Presenter Bio

Rick Barker, BS MA CPE: Rick Barker, Consultant and Ergonomics Engineer for Humantech, supports clients’ workplace safety and performance objectives through training programs, team facilitation, process management support, ergonomics assessments and workplace redesign. He has provided safety consulting services for a number of Fortune 500 companies and government agencies. He has also provided risk assessment services and engineering solutions including the identification of existing products, conceptual design of new products, modifications in workstation design and facility design consulting. Over the last 20 years, Barker has consulted with clients from diverse industries representing nearly every sector of the economy. Currently he focuses on expanding the application of ergonomics in services, healthcare and long-process manufacturing tasks.

Catherine Gouvin, OTR CHT CSHE: Catherine Gouvin is a Registered Occupational Therapist, Certified Hand Therapist and Certified Specialist in Health Ergonomics. She is responsible for the Ergonomics Program and Safe Patient Handling Program at Lawrence & Memorial Hospital in New London, CT. She has practiced occupational therapy in out-patient orthopedics, psychiatry and in-patient rehabilitation. She is a graduate of Quinnipiac University with a bachelor’s degree in Occupational Therapy.

Kent Wilson, BS CIE: Kent Wilson has been involved with safety and health promotion for more than 20 years. He has performed ergonomic and safety evaluations for dozens of healthcare facilities around the country. He holds a degree in Exercise Physiology and Sports Medicine and is a Certified Industrial Ergonomist. Wilson also takes an active role in the development of regulatory standards and is a member of several American National Standards Institute (ANSI) committees. He has testified before OSHA in the area of ergonomics for the development of national standards and recently helped write the position statement for the American Industrial Hygiene Association to Congress on patient handling legislation. He is a full member of the Human Factors and Ergonomics Society, The American Society of

Safety Engineers, The American Industrial Hygiene Association and the National Safety Council. He is the current Chair of the Ergonomics Standing Committee for the National Safety Council.

W003

September 15, 2010, Wednesday 8:00 am - 12:00 noon

4-hour Workshop

Level: Intermediate

Title: "Return-to-Work" Strategies – Using Loss Control and Litigation Strategies & Enhancing Your Case Management Services by Partnering with Others

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

Topic Overview: The national healthcare crisis has challenged everyone – people and organizations. It has forced organizations to look at their workplace return-to-work programs. Many are finding better ways to handle key aspects of their current processes and improve upon them, proving that, if their injured employees "return-to-work" in a timely fashion, it will improve all outcomes. Improvements to their processes will support optimal health and function for their workforce and encourages the injured employee to continue working instead of desiring disability. Organizations are taking a proactive approach in their return-to-work programs. Participation in this session will give the OHN ideas to improve their respective return-to-work program.

Objectives:

- 1) Describe the importance of a loss control program, and develop a framework for establishing an injury reporting program and follow-up investigation.
- 2) Name three key reasons to investigate and the importance of the investigation on all work-related injuries and illnesses.
- 3) List the four "Ws" and the "H" of starting an investigation.
- 4) Identify three components regarding "Paths of Investigations."
- 5) Identify opportunities when investigations are warranted.
- 6) Define three limits on investigations and when to involve litigation.

Presenter Bio: Barb Maxwell established a hospital-based workers' compensation program in 1986 known as Company Care, Occupational Health Services for HCA. Through a team approach, the program evolved to a state-wide presence for HCA. Her current responsibilities include management of operations for 10 Company Care occupational health programs and 16 employee health departments. She is currently President of FSAOHN, Inc. and Treasurer for FWCAOHN. She is very active with the organization and has held various positions for the state and local chapters. Maxwell received her RN from St. Luke's Hospital School of Nursing, Kansas City, MO, and Bachelor of Science in Health Administration and Masters Degree in Health Administration from the University of St. Francis, Joliet, IL. She is a contributing author for Dr. Nancy Menzel's book *Workers' Comp Management from A to Z*. She has been appointed as a Fellow for AAOHN.

W004

September 15, 2010, Wednesday 8:00 am – 12:00 noon

4-hour Workshop

Level: Advanced

Title: EHS Quality Assessment: Essential Tools of a Systematic Analysis for Today's Business Climate

Presenter: Dee Tyler, RN COHN-S FAAOHN

Topic Overview: In a business climate that emphasizes quality and quality care, occupational health professionals (OHP) need also to be prepared to objectively demonstrate that they are providing quality in the services that they deliver to their healthcare community and in striving for continued improvement. The only way to accomplish this is through a systematic approach to collect information, analyze the collected data and develop a plan for improvement. This session will assist the OHP to develop the skills and tools needed to accomplish this task. By doing so, the OHP can determine that the services they offer meet regulatory and industry standards, as well as to help justify the importance of the role they hold to their employers. Attendees will take home a tool with which to perform ongoing employee health quality audits and analysis.

Objectives:

- 1) State the purpose and benefits of conducting a systematic quality analysis in employee health.
- 2) Identify the five main areas of conducting a quality audit in employee health.
- 3) Receive a tool to assist in performing ongoing Employee Health quality audits and analysis.

Presenter Bio:

Dee Tyler represents FinCor Solutions by providing nurse case management for disability claims and loss prevention services, as well as return-to-work program development and occupational/employee health consulting. Her background in occupational medicine in the healthcare and manufacturing settings includes the development and implementation of OSHA and Michigan OSHA regulatory compliance programs, employee safety education, incident and accident investigation, workers' compensation medical case management, infection control, employee health and safety services development, and return-to-work program development. Tyler attended Lakeview Medical Centers' School of Nursing. She is also a certified occupational health nurse and an AAOHN Fellow. She is the founder for the Michigan Health Care Safety Association and won the Michigan Occupational Health Nurse of the Year award in 2002. Tyler is currently the Chair for the Coalition of Michigan Organizations of Nursing.

W005

September 15, 2010, Wednesday 1:00 pm - 3:00 pm

2-hour workshop

Level: Intermediate

Title: Regulatory Agencies Working Together – Who's the Enforcer?

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

Topic Overview: The occupational health professional (OHP) is challenged on a daily basis with facing different regulatory agencies while trying to take care of employees. Blending ADA, FMLA and W/C claims can be performed in an effective manner. This session will enhance the OHP's knowledge in implementing and blending the three respective parties: ADA, FMLA and W/C. This session will also reveal "hot tips" on how to avoid the pitfalls of all the regulatory bodies faced on a daily basis.

Objectives:

- 1) List two disability questions that can be asked at the pre-offer stage of employment.
- 2) Define a medical examination.
- 3) Identify two examples where FMLA and W/C blend.
- 4) Define and list two examples of regulatory agencies and their impact on occupational health.
- 5) Recognize three issues relating to FMLA, ADA, OSHA and HIPAA that arise when working with an injured worker.

Presenter Bio: Barb Maxwell established a hospital-based workers' compensation program in 1986 known as Company Care, Occupational Health Services for HCA. Through a team approach, the program evolved to a state-wide presence for HCA. Her current responsibilities include management of operations for 10 Company Care occupational health programs and 16 employee health departments. She is currently President of FSAOHN, Inc. and Treasurer for FWCAOHN. She is very active with the organization and has held various positions for the state and local chapters. Maxwell received her RN from St. Luke's Hospital School of Nursing, Kansas City, MO, and Bachelor of Science in Health Administration and Masters Degree in Health Administration from the University of St. Francis, Joliet, IL. She is a contributing author for Dr. Nancy Menzel's book *Workers' Comp Management from A to Z*. She has been appointed as a Fellow for AAOHN.

W006

September 15, 2010, Wednesday 1:00 pm - 3:00 pm

2-hour Workshop *Level: Advanced*

Title: The OSHA Recordkeeping Standard: Special Emphasis and Common Misunderstandings

Presenter: Stephen A. Burt, BS

Topic Overview: "...To help verify the accuracy of injury and illness records, the department's Occupational Safety and Health Administration has launched a National Emphasis Program on Recordkeeping that will help assure the accuracy of injury and illness data reported by employers. Today's report prompts us to step up our vigilance on accurate recordkeeping, particularly as the economy regains momentum." US Labor Secretary Hilda L. Solis [10/29/2009].

OSHA is cracking down on recordkeeping violations. Occupational health professionals across the country are learning this lesson the hard way. Recently, two well-known corporations with otherwise good safety records were forced to pay more than \$1 million for recordkeeping penalties alone. The Occupational Safety and Health Review Commission (OSHRC) recently decided to start permitting penalties for each recordkeeping violation. Armed with this kind of legal artillery, OSHA inspectors are putting occupational health records under a microscope. For example, during a programmed inspection of a respected west coast hospital, OSHA inspectors detected 167 recordkeeping violations. As you can imagine, this sort of scrutiny quickly translates into high-dollar penalties.

Objectives:

- 1) Understand and be prepared for the increased scrutiny to injury and illness reporting due to the special emphasis program on recordkeeping.
- 2) Be prepared to validate and verify all entries on the OSHA 300 logs to address OSHA concerns that employers are falsifying records and discouraging proper reporting of injuries and illnesses.
- 3) Be able to prevent misrecording and over/under recording by understanding many of the common misunderstandings in OSHA recordkeeping.

Presenter Bio: Stephen A. Burt is currently 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, he was the Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA) responsible for OSHA, EPA and JCAHO compliance and was awarded the prestigious American Hospital Association's Phoenix Award. During this time, he was non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC). Most recently, Burt 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. He conducts more than 50 full-day OSHA, HIPAA and Employee Health seminars per year for the University of North Carolina, Duke University, East Carolina University, AOHP, the Virginia Hospital and Healthcare Association, and the American Hospital Association, among others.

W007

September 15, 2010, Wednesday 1:00 pm - 5:00 pm

4-hour Workshop

Level: Intermediate

Title: Getting to a Healthy and Able Workforce – An Imperative for the Health Care Industry

Presenters: Robert K. McLellan, MD MPH FACOEM and Jessie M. King, RN MS COHN-S

Topic Overview: Using an interactive lecture format, this session will equip participants with the tools and strategies useful in developing a comprehensive and integrated approach to protecting and promoting employee health. After presenting a background to the field of health and productivity management and its relevance to patient safety, the speaker will present the results of a research project examining the best employer-sponsored methods to optimize the health of employees with cardiovascular risks. Corollary research that investigated sociocultural attributes of the workplace which influenced participation in employer-sponsored health promotion will also be presented. Finally, the elements and implementation of the employee health and wellness program at Dartmouth-Hitchcock Medical Center will be outlined.

Objectives:

- 1) Prepare the business imperative for investing in employee health.
- 2) Explore the relationship of the health of healthcare workers with patient safety.
- 3) Describe the approach used at an academic medical center to develop a comprehensive, integrated health and productivity program.
- 4) Utilize state-of-the-art approaches to optimizing employee engagement in these programs.

Presenter Bio

Robert K. McLellan, MD MPH FACOEM: Dr. McLellan is a board certified occupational medicine physician with additional board certification in family medicine. He is responsible for the protection and promotion of the health of 7,500 healthcare workers in an academic medical center. Most recently, he has been appointed the medical director of Live Well/Work Well, a comprehensive, integrated health promotion, disease management and health protection program. He is also responsible for the clinical oversight and program development of a community-centered occupational and environmental health program, which includes employer-based satellite clinics and health and productivity programs. His academic responsibilities include serving as Chief of the Section of Occupational and Environmental Medicine at DHMC, co-directing a graduate course in Occupational and Environmental Health, and teaching Dartmouth college students, medical students, residents and toxicology graduate students. He also supervises PhD student research. He is a Past President of the American College of Occupational and Environmental Medicine and currently serves as the chair of its Oversight Committee for Occupational Medicine Practice Guidelines. In 2008, he received the National Institute of Occupational Health and Safety's NORA (National Occupational Research Agenda) award for innovative research.

Jessie M. King, RN MS COHN-S: Jessie King has nearly 20 years of experience managing a department that supports injury prevention and health promotion for a population that now exceeds 2,400. She is Director of Staff Health Services at Exeter Hospital and its affiliated companies. She is the Past President

of the Healthcare Employee Health Nurse Association of New England (HEHNA) and was once again elected as President in September 2009. King has developed several successful wellness and injury prevention programs and received the Medique Award for “Dedicated Exemplary and Leadership Ability” in 1996. She is an active member of organization-wide safety, infection control, product standard and nursing leadership committees.

W008

September 15, 2010, Wednesday 1:00 pm - 5:00 pm

4-hour Workshop

Level: Intermediate

Title: Mapping Success: Sustaining the SPH Program

Presenter: Esther Murray, RN COHN-S

Topic Overview: Often, hospitals just conduct initial training and don’t plan for the succession of information to reach new or transferred employees. The process of changing the culture of manual patient handling is a difficult one. SPH programs need to be enhanced to include social marketing, as well as to support the change process through successful coaching or placing well trained and passionate unit peer leaders throughout the facility. Equipment and procedures change with time, and research and new types of patients that challenge the routines require that the program change as well. Ongoing auditing and communication needs to be part of a vibrant SPH program. SPH committees need to be willing to change and respond to the challenges represented throughout the organization.

Objectives:

- 1) Discuss ergonomic principles and application to the unit risk assessment.
- 2) Examine different types of patient assessment tools and processes for completion.
- 3) Discuss different types of implementation strategies, and identify barriers and strategies for SPH success.
- 4) Explore evidence-based success strategies and the role of social marketing to SPH programs.
- 5) Outline processes involved in auditing the SPH program to prove its worth.

Presenter Bio: Esther Murray has been working with healthcare-based occupational health programs for 20 years. In that time while an employee health nurse, she implemented a new bloodborne pathogens program and a back injury prevention program. As the director of a hospital-based occupational health program, she implemented a new change process – working occupational health into the Emergency Department. For the past seven years, as a Nurse Consultant and Assistant Director of Clinical Services, she has assisted healthcare facilities in implementing and sustaining safe patient handling programs.

A001

September 16, 2010, Thursday 8:15 am - 9:15 am

Keynote

Level: Intermediate

Title: Keynote Address - Celebrating the Pride and Passion of Nursing

Presenter: Kathleen D. Pagana, PhD RN

Topic Overview: This uplifting program is designed to remind nurses why they chose nursing and to inspire them to face each day with passion and purpose. It will make them proud to celebrate their contributions to the profession they entered as new graduates, the profession they are working in today, and the profession they are shaping for tomorrow’s nurses. Numerous sources of pride and power are

highlighted. Power robbers are identified, along with specific ways to prevent them. The presentation ends with a discussion of passion, goal setting and professional energy.

Objectives:

- 1) Describe two reasons why nurses should be proud of their profession.
- 2) Identify two common power robbers.
- 3) Explain one way to re-energize your passion for nursing.

Presenter Bio: Kathleen D. Pagana is President of Pagana Keynotes & Presentations. She is an Emeritus Professor from Lycoming College in Williamsport, PA. Her BSN is from the University of Maryland. Her MSN and PhD are from the University of Pennsylvania. Pagana has been a leader in healthcare for more than 30 years with experiences including college teaching, administration, clinical practice and business management. She has written more than 75 articles. She and her husband are the co-authors of 22 books with translations in French, Chinese, Korean, Spanish and Portuguese. More than one million copies of the *Pagana & Pagana Mosby's Diagnostic and Laboratory Test Reference* and *Mosby's Manual of Diagnostic and Laboratory Tests* have sold worldwide. She recently published *The Nurse's Etiquette Advantage: How Professional Etiquette Can Advance Your Nursing Career*. She is also a contributing author of *Chicken Soup for the Nurse's Soul: A Second Dose*.

A002

September 16, 2010, Thursday 9:50 am - 10:50 am

General Session

Level: Advanced

Title: Healthcare Personnel Influenza Immunization: A Condition of Employment

Presenter: Nancy Gemeinhart, RN MHA CIC

Topic Overview: Influenza puts patients and healthcare personnel (HCP) at risk of healthcare-associated infections, increasing morbidity and mortality in patients and HCP absenteeism. HCP influenza vaccination reduces this risk. Achieving adequate vaccination rates among HCP is a challenge. Education, best practice campaigns, employee incentives, declination statements and inclusion on incented scorecards leads to incremental increases in vaccination rates. Transformational change is required to influence rates. As a patient and HCP safety initiative, collaborative strategies are effective in making influenza vaccination a condition of employment. This presentation will outline the steps taken to initiate a transformational change within an organization, the use of key partnerships, and results for development and implementation of an influenza immunization program for healthcare personnel where influenza vaccination is a condition of employment.

Objectives:

- 1) Describe the benefits of an effective healthcare personnel influenza immunization program.
- 2) Discuss the challenges associated with best practices utilized to improve healthcare personnel influenza vaccination rates.
- 3) Employ collaborative strategies to implement a mandatory healthcare personnel influenza immunization program.

Presenter Bio: Nancy Gemeinhart is the Program Director, Occupational Health Service for BJC HealthCare in St. Louis, MO. She earned a Diploma of Nursing at the Western Pennsylvania Hospital School of Nursing, Pittsburgh, PA, a BSN at Maryville University, St. Louis, MO, and a Masters of Science in Health Care Management at Lindenwood University, St. Charles, MO. Gemeinhart is a Registered Nurse in the State of Missouri and has been certified in infection control and epidemiology since 1995. In her current role, Gemeinhart directs the Occupational Health Services Department, which includes

occupational infection prevention, occupational health, ergonomics, workers' compensation, and the WellAware fitness center. She is the leader of the Council for Occupational Health Professionals for BJC HealthCare. Her responsibilities include injury and illness prevention for the 26,000 BJC HealthCare employees, which includes oversight of the development and implementation of the annual influenza immunization program. Nancy is an active member of APIC, AOHP and AAOHN. She participates on several regional and state committees for emergency preparedness, pandemic preparedness and antiviral distribution. She has served on scientific advisory boards for manufacturers of products related to healthcare, co-authored scientific published articles, published abstracts, presented posters, and lectured at professional conferences at the national, state and local levels.

A003

September 16, 2010, Thursday 10:55 am - 11:55 am

General Session

Level: Intermediate

Title: OSHA Recordkeeping and the National Emphasis Program (NEP)

Presenter: Joanne Regan, BS

Topic Overview: This presentation briefly reviews the background of the NEP, discusses how an inspection would proceed and highlights what type of documentation a compliance officer would be requesting. A brief review of the OSHA recordkeeping rules, the OSHA 300 log and some frequently asked questions will also be included.

Objectives:

- 1) Introduce OSHA's National Emphasis Program (NEP) on Recordkeeping.
- 2) Discuss the Government Audit (GAO) findings related to recordkeeping.
- 3) Review recordkeeping issues which have been raised by employers, employees and others.

Presenter Bio: Joanne Regan is an Industrial Hygienist in OSHA's Regional Office, Enforcement Programs and Technical Support. Her responsibilities include responding to congressional inquiries, screening significant enforcement cases, drafting letters of interpretation, participating on the regional auditing team and serving as the contact person for questions related to OSHA's Regulations for Bloodborne Pathogens, Recordkeeping and Tuberculosis for Region One (New England). Before moving to the Regional Office, Regan was a Senior Compliance Officer in the Methuen, MA, Area Office for 10 years, where she enforced the requirements of the Occupational Safety and Health Act. Prior to joining OSHA, Regan had been employed in Corporate EH&S at M/A-Com in Lowell, MA; the MA Department of Labor-Division of Occupational Safety in West Newton, MA; Covino Environmental in Woburn, MA and ESA Labs in Chelmsford, MA. She has a Bachelor of Science in Biomedical Biology from Framingham State College and is currently working toward a Masters Degree in Safety and Health at Keene State College in New Hampshire.

A004

September 16, 2010, Thursday 1:25 pm - 2:25 pm

General Session

Level: Advanced

Title: The Identification of High Risk Occupational Injuries and Their Management Under Workers' Compensation

Presenter: Patrick Venditti, BA BS MHA

Topic Overview: The presenter will outline drivers of workers' compensation claims from the perspective of the interface of the employee event and reporting onset through the gathering of specific datasets to help predict which employees pose the most significant risk for delayed recoveries and why. The presentation will outline four categories that influence the behavior and outcome of a workers' compensation claim and validate that approach by demonstrating the predictive strengths of categorical and continuous data sets used in a large (27,000 employee) healthcare system to reduce its lost-time cases by 52 percent and sustain a five-year history of cost per \$100 of payroll that is 74 percent below the national mean for the healthcare industry and 81 percent below the national mean for private industries. The presentation will teach the practical application of utilizing the capture of specific attribute data to identify high risk cases at the onset of the claim so management strategies can be initiated immediately to prevent the case from getting out of control.

Objectives:

- 1) Demonstrate practical methodologies to reduce workers' compensation costs.
- 2) Identify what discrete employee information or data is meaningful in predicting high risk cases.
- 3) Review the selection and orientation of physicians and specialists to assist in the medical management of these high risk cases.

Presenter Bio: Patrick Venditti has more than 30 years of workers' compensation and occupational healthcare industry experience. He is an accomplished administrator with extensive experience leading people, building teams, improving and expanding occupational health and workers' compensation programs, and providing consultative services for healthcare systems. He also has a proven track record in the successful planning and direction of strategies and processes that improve outcomes.

A005

September 16, 2010, Thursday 2:30 pm - 3:30 pm

General Session

Level: Intermediate

Title: Reducing Employee Bloodborne Pathogen (BBP)/Other Potentially Infectious Material (OPIM) Splash Exposures through a Multidisciplinary Approach

Presenter: Karen Karwowski, RN BSN MSN Ed

Topic Overview: The CDC estimates that 350,000 occupational sharps injuries occur yearly among hospital-based healthcare personnel (Panlilio, 2004). Of these, 64 percent are believed to be preventable. Occupational seroconversion rates for Hep B are 6 percent-30 percent; Hep C 2 percent; and HIV 0.3 percent (CDC, 2004). The cost per exposure can range from \$51 to \$5,000 (O'Malley, 2007). Given these statistics, the importance of reducing BBP/OPIM exposures for employees in healthcare settings is critical to reducing the potential of seroconversion. Henry Ford Hospital and Health Network set about to change a disturbing trend of increasing BBP/OPIM splash exposures for its 18,000 employees. Over a period of 3 ½ years, the splash exposure rate had increased from 19 percent to 34 percent despite many efforts to improve. A different approach was taken by the Employee Health Team, and the outcomes from this new process showed a steady decline over the next year that ranged from 23 percent to 5 percent in Q2 2009, the first time the network had ever been below the CDC benchmark of 6 percent. No employee seroconversions occurred as well. Other trending issues have been identified through this new reporting system, and additional education and projects have begun since this program's inception.

Objectives:

- 1) Identify at least one strategy to assist in preventing BBP/OPIM splash exposures among healthcare personnel.
- 2) Identify key stakeholders in individual healthcare organizations to develop multidisciplinary partnerships to assist in decreasing BBP/OPIM splash exposures.
- 3) Identify at least one reporting strategy for improving multidisciplinary communication of BBP/OPIM splash exposures.
- 4) Identify at least one strategy for engaging healthcare personnel in taking ownership of quality and safety initiatives.

Presenter Bio: Karen Karwowski is the Nurse Manager of Employee Health for Henry Ford Hospital and Health Network, which employs approximately 18,000 of the 22,000 employees of the Health System throughout southeastern Michigan. Employee Health provides pre-placement and annual screening, work-related injury treatment and management, BBP needlestick/splash and communicable disease management, antineoplastic surveillance examinations, for cause and HPRP drug and alcohol screening, and wellness supportive activities for employees. Karwowski has been an RN for more than 22 years in various hospital and in-patient sub-acute settings, including behavioral and geriatrics. She has worked in many capacities that include Staff Nurse, Charge Nurse, Clinical Coordinator, Inservice Director, Director of Nursing, Corporate Nurse and Nurse Manager. She is certified by the state of Michigan as a TST instructor and provides courses throughout the state. In addition, she works as a part-time NCLEX-RN instructor for RN graduates preparing for their board examination. In 2009, Karwowski received her MSN with a specialization in Healthcare Education from the University of Phoenix.

A006

September 16, 2010, Thursday 3:35 pm - 4:35 pm

General Session

Level: Advanced

Title: Healthcare Legislative Update 2010

Presenter: Stephen A. Burt, BS

Topic Overview: It is important for all healthcare team members to be aware of the new changes occurring in the 111th Congress. For example, the Working Families Flexibility Act (H.R. 1274) would give workers the right to request flexible work options to balance the demands of their jobs and home life. The Registered Nurse Safe Staffing Act of 2009 (S. 54) would require each hospital to adopt and implement a staffing system that ensures a number of registered nurses on each shift and in each unit of the hospital to ensure appropriate staffing levels for patient care and provide for the public reporting of certain staffing information, including a daily posting for each shift in the hospital of the current number of licensed and unlicensed nursing staff directly responsible for patient care.

Objectives:

- 1) Understand the most pertinent and germane congressional bills impacting hospitals introduced in the 111th Congress to date.
- 2) Understand the changes which will occur in occupational health if Congress passes the bills.
- 3) Be able to discuss the budgetary impacts – labor and capital – if these bills pass in Congress.

Presenter Bio: Stephen A. Burt is currently 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 he was the Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA) responsible for OSHA, EPA and JCAHO compliance and was awarded the prestigious American Hospital Association's Phoenix Award.

During this time, he was non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC). Most recently, Burt 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. He conducts more than 50 full-day OSHA, HIPAA, and Employee Health seminars per year for the University of North Carolina, Duke University, East Carolina University, AOHPthe Virginia Hospital and Healthcare Association, and the American Hospital Association, among others.

B001

September 17, 2010, Friday 8:00 am - 9:00 am

General Session

Level: Intermediate

Title: Creating a Safer Environment for Healthcare

Presenter: Guy Fragala, PhD PE CSP

Topic Overview: Many organizations are beginning to consider safe lifting programs and fall prevention programs. However, it is often difficult to get programs started and find the resources to devote the attention necessary to make these programs successful. This presentation will provide some basic information to help develop, structure and implement a successful safe environment program. Approaches which have been successful for safe lifting programs will be discussed to foster ideas as to how these programs can be expanded to further improve safety for patients, residents and staff. Participants will also gain insight into some of the financial incentives that can help justify investments into these types of programs. Major objectives of the session will be to provide information to help improve the quality of work life for staff and improve the quality of care for patients and residents.

Objectives:

- 1) Discuss problems involved with moving and lifting dependent patients and residents.
- 2) Identify approaches to develop and structure a safe lifting program to benefit patients, residents and staff.
- 3) Explore other value added benefits to a safe lifting program such as fall prevention, regulatory compliance and financial incentives.

Presenter Bio: Dr. Fragala has more than 35 years of experience as an occupational safety and health professional and is a national expert in the application of ergonomics to the healthcare setting. He currently serves as the Senior Advisor for Ergonomics at the Patient Safety Center of Inquiry in Tampa, FL and is the Champion for the Creating a Safer Environment Program for Joerns Medical. He has participated in many field research studies, investigating the benefits of an ergonomics-based injury prevention program for healthcare workers. Fragala has also served as an advisor to OSHA regarding the development of ergonomics programs, standards and guidelines. He has been a consultant to a wide range of American industries including many healthcare organizations. Fragala has been an invited guest speaker at numerous national conferences. His book *Ergonomics: How to Contain On-the-Job Injuries in Healthcare*, published by the Joint Commission on Accreditation of Healthcare Organizations, has influenced much of the work today related to healthcare ergonomics and safe patient handling programs.

B002

September 17, 2010, Friday 9:10 am - 10:10 am

General Session

Level: Intermediate

Title: ADA – Are you in Compliance?

AOHP 2010 National Conference, Boston, MA September 15 – 19, 2010

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

Topic Overview: The occupational health professional is challenged on a daily basis with facing different regulatory agency requirements while trying to maintain a balanced work environment. Organizations must ensure and maintain regulatory compliance to function in an effective manner and to prevent the government “watchdogs” from “dropping in for a visit.”

The Americans with Disabilities Act (ADA) has been one of the most complicated pieces of legislation to understand. What began as a complex piece of legislation has evolved into a more confusing regulation. Staying in compliance has never been more important. This session will enhance the occupational health professional’s knowledge in assisting their organization to stay in compliance. This session will present “hot tips” on how to avoid the “pitfalls”.

Objectives:

- 1) Recognize three issues relating to ADA that arise when working with an injured employee.
- 2) Name two changes in the “new” 2008 additions to ADA.
- 3) List two disability questions that can be asked at the pre-offer stage of employment to avoid any legal pitfalls.

Presenter Bio: Barb Maxwell established a hospital-based workers’ compensation program in 1986 known as Company Care, Occupational Health Services for HCA. Through a team approach, the program evolved to a state-wide presence for HCA. Her current responsibilities include management of operations for 10 Company Care occupational health programs and 16 employee health departments. She is currently President of FSAOHN, Inc. and Treasurer for FWCAOHN. She is very active with the organization and has held various positions for the state and local chapters. Maxwell received her RN from St. Luke’s Hospital School of Nursing, Kansas City, MO, and Bachelor of Science in Health Administration and Masters Degree in Health Administration from the University of St. Francis, Joliet, IL. She is a contributing author for Dr. Nancy Menzel’s book *Workers’ Comp Management from A to Z*. She has been appointed as a Fellow for AAOHN.

B003

September 17, 2010, Friday 11:00 am - 12:00 pm

Breakout Session

Level: Intermediate

Title: Container-associated Sharps Injuries – Can We Eliminate?

Presenter: Terry Grimmond, FASM BAgrSc GrDpAdEd

Topic Overview: This presentation will outline the history of sharps container development, their adoption by US healthcare facilities, the evolution of international standards and the reasons why containers themselves are a source of sharps injuries (SI). US databases will be presented. The session will outline US regulations and guidelines concerning sharps containers and will also discuss the impact of the engineering enhancements recommended by researchers including aperture size, overfill prevention strategies, size, strength and ergonomic placement, and will show how institutions have significantly reduced container-associated SI by utilizing these enhancements.

Objectives:

- 1) State the two reasons why commercial sharps containers were adopted.
- 2) Describe the four types and two most frequent causes of container-associated SI.
- 3) Outline the evolution of sharps container standards.
- 4) Employ evidence-based knowledge in selecting safe sharps containers.

Presenter Bio: Terry Grimmond is an Australian microbiologist. He has 40 years experience in university hospitals and industry and is an international speaker on sharps injury prevention. He serves on Sharps Container Standards in four countries and chairs the review of the US Standard. Grimmond is the author of about 40 papers, has spoken at almost 140 assemblies in 13 countries, and received the ASM Distinguished Teaching Award and an Australian Outstanding Innovation Award for his work.

B004

September 17, 2010, Friday 11:00 am - 12:00 pm

Breakout Session

Level: Intermediate

Title: Data Driven Injury Prevention Efforts

Presenters: Tom LeRoy, PT and Tiffany Townsend, MS FNP-C

Topic Overview: Maine Medical Center had various injury prevention initiatives that were in different levels of development. The Human Resources Department was tasked with doing more than responding to “conventional wisdom” of what the opportunities were. Through the collaboration of an ergonomic specialist, nurse case managers, nurse director, benefits/compensation specialists, and safety department members, the historical injuries were “coded”. Once the frequency and severity of the injury types were known, a formula was used to rate the organization’s potential exposure for each category. This data was used to inform the process of identifying the priorities for the upcoming year’s injury prevention efforts, as well as fine-tuning the injury prevention efforts already in place.

Objectives:

- 1) Describe how to categorize injury data in a meaningful way.
- 2) Understand the process to create as many categories as are necessary but as few as are sufficient to bring meaning to the injury data.
- 3) Use a hazard analysis approach to determine injury prevention priorities.

Presenter Bio

Tom LeRoy, PT: Tom LeRoy, PT graduated from the University of Missouri–Columbia. He is pursuing a Masters Degree in Health Ergonomics from University of Derby (UK). LeRoy has worked in a variety of settings (neurological, amputee, orthopedic), but for the last eight years has specialized in on-site physical therapy and ergonomics. He is currently the head of the Ergonomic Program at Maine Medical Center, which has 5,800 employees distributed across its main campus, research institute and off-site specialty centers.

Tiffany Townsend, MS FNP-C: Tiffany Townsend has worked in occupational medicine for six years, with five of those years spent in a hospital setting. During this time she has worked clinically, seeing work-related injuries, and as the director of the department, tasked with finding and implementing injury prevention strategies.

B005

September 17, 2010, Friday 11:00 am - 12:00 pm

Breakout Session

Level: Intermediate

Title: Fitness For Duty Evaluations (FFD)

Presenter: David W. Dickison, DO MPH

Topic Overview: Occupational health providers are often called upon to assess whether or not an individual is capable of performing his or her job demands. This can be particularly challenging when the individual is a current employee with significant tenure with the employer. Often, there are blurred lines between non-medical and medical related functional issues. This presentation will assist the provider in sorting through these challenges.

Objectives:

- 1) Identify types of fitness for duty evaluations.
- 2) Review provider-related pitfalls in the FFD process.
- 3) Provide guidance on the referral process for FFD.
- 4) Provide an overview of the steps required in a FFD evaluation.
- 5) Provide case examples.

Presenter Bio: Dr. Dickison has practiced occupational medicine for the past 25 years and is board certified in occupational medicine by the American Board of Preventive Medicine. He received his Doctor of Osteopathic Medicine from the University of New England, College of Osteopathic Medicine and Masters in Public Health from the Medical College of Wisconsin. He has provided clinical occupational and disability medicine services for several large employers in the Portland, Maine region. Areas of expertise include medical management of work injury/illness, independent medical exams, fitness for duty evaluation, functional capacity evaluation, on-site risk and causation assessment, and disability case review. He also has experience in primary care and is board certified in general practice by the American Osteopathic Association. Dickison currently serves as Medical Advisor and Clinician for integrated disability, absence management and employee health/wellness for Maine Health, a healthcare system with approximately 15,000 employees.

B006

September 17, 2010, Friday 11:00 am - 12:00 pm

Breakout Session

Level: Advanced

Title: Using the Updated Screening and Surveillance Pocket Guide to OSHA Standards

Presenter: Stephen A. Burt, BS

Topic Overview: In response to numerous studies of under-reporting and congressional interest, on October 1, 2009, OSHA implemented a National Emphasis Program (NEP) on Recordkeeping. OSHA will send inspectors into worksites across the country to review the occupational injury and illness records prepared by businesses. The recordkeeping NEP will involve inspecting occupational injury and illness records prepared by hospitals and other healthcare facilities and appropriately enforcing regulatory requirements when employers are found to be under-recording injuries and illnesses. This session will cover the details of two important new initiatives related to the NEP, including: analysis of the accuracy of employer injury and illness records; and inspections of hospitals, emergency medical centers, doctors' and dental offices and clinics to determine H1N1 exposure risk, and will assist occupational health professionals in being ready to implement and develop policies and procedures to successfully address them.

Objectives:

- 1) Understand what is expected of occupational health professionals during a focused inspection on H1N1 preparedness.
- 2) Understand and be prepared for the increased scrutiny to injury and illness reporting due to the Special Emphasis Program on recordkeeping.

3) Be prepared to validate and verify all entries on the OSHA 300 logs to address OSHA concerns that employers are falsifying records and discouraging proper reporting of injuries and illnesses.

Presenter Bio: Stephen A. Burt is currently 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, he was the Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA) responsible for OSHA, EPA and JCAHO compliance and was awarded the prestigious American Hospital Association's Phoenix Award. During this time, he was non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC). Most recently, Burt 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. He conducts more than 50 full-day OSHA, HIPAA, and Employee Health seminars per year for the University of North Carolina, Duke University, East Carolina University, AOHP, the Virginia Hospital and Healthcare Association, and the American Hospital Association, among others.

B007

September 17, 2010, Friday 11:00 am - 12:00 pm

Breakout Session

Level: Basic

Title: Seven Deadly Sins of Professional Etiquette

Presenter: Kathleen D. Pagana, PhD RN

Topic Overview: For professionals who want to go beyond merely making a good first impression, this dynamic presentation brings to life the seven deadly sins of professional etiquette and shows how to avoid them. This session will help you get your behavior in expected order so that others can focus on what you are saying rather than on the etiquette blunders you may be making. This entertaining and eye-opening presentation answers questions such as: How can I improve my networking skills? What are the most common e-mail mistakes that can limit career advancement? How can I be more comfortable and confident at a dinner meeting? You will leave this session ready to be more proactive in applying business etiquette skills that will enable you to interact more effectively in clinical, business and social settings.

Objectives:

- 1) Describe three tips for effective networking on the job and at conferences.
- 2) Identify the common pitfalls associated with e-mail and voice mail.
- 3) Explain three dining tips that you can apply in any social setting.

Presenter Bio: Kathleen D. Pagana is President of Pagana Keynotes & Presentations. She is an Emeritus Professor from Lycoming College in Williamsport, PA. Her BSN is from the University of Maryland. Her MSN and PhD are from the University of Pennsylvania. Pagana has been a leader in healthcare for more than 30 years with experiences including college teaching, administration, clinical practice and business management. She has written more than 75 articles. She and her husband are the co-authors of 22 books with translations in French, Chinese, Korean, Spanish and Portuguese. More than one million copies of the *Pagana & Pagana Mosby's Diagnostic and Laboratory Test Reference* and *Mosby's Manual of Diagnostic and Laboratory Tests* have sold worldwide. She recently published *The Nurse's Etiquette Advantage: How Professional Etiquette Can Advance Your Nursing Career*. She is also a contributing author of *Chicken Soup for the Nurse's Soul: A Second Dose*.

B008

September 17, 2010, Friday 2:10 pm - 3:10 pm

AOHP 2010 National Conference, Boston, MA September 15 – 19, 2010

Breakout Session

Level: Basic

Title: Getting Your Work Published with No Spare Time

***Presenters: Linda Good, RN PhD COHN-S and Terry Grimmond, FASM
BAgrSc GrDpAdEd***

Topic Overview: This session will cover the barriers that commonly prevent staff and managers from publishing and outline strategies to overcome these blocks. The difference between quantitative and qualitative research will be outlined, as well as research models applicable to occupational health. A simple technique will be shown and employed by participants to Mind Map their topic to outline the content of their potential publication. Participants will brainstorm the journals available for publication of their work and examine these as a resource for publication guidelines. Resources for literature reviews, including medical libraries, journals and Google, will be demonstrated and explained.

Objectives:

- 1) Recognize the two barriers to publishing.
- 2) Outline the three main steps to publishing.
- 3) Describe three resources for conducting a literature review.
- 4) Employ Mind Map technique to outline manuscript content.

Presenter Bio

Linda Good, RN PhD COHN-S: Linda Good is a specialist in occupational health and disaster preparedness and has 15 years experience as Manager of Employee Occupational Health Services, Scripps Memorial Hospital, La Jolla, CA. In 2009, she was awarded her doctorate and has published an enviable five articles in the past five years. She is Editor of the “Ready to Research” column in the *AOHP Journal*, which involves writing for publication, encouraging others to write articles and reviewing submitted manuscripts.

Terry Grimmond FASM, BAgrSc GrDpAdEd: Terry Grimmond is an Australian microbiologist. He has 40 years experience in university hospitals and industry and is an international speaker on sharps injury prevention. Grimmond is the author of about 40 papers, has spoken at almost 140 assemblies in 13 countries, and received the ASM Distinguished Teaching Award and an Australian Outstanding Innovation Award for his work. Along with his co-authors, he was recently awarded “Best Research Paper” at the St. Vincent’s Indiana Research Symposium.

B009

September 17, 2010, Friday 2:10 pm - 3:10 pm

Breakout Session

Level: Advanced

Title: Ergonomics in Healthcare: Beyond Patient Handling

Presenter: Richard Barker, BS MA CPE

Topic Overview: The practice of ergonomics has been receiving considerable attention in healthcare during recent years. Currently, this attention has been largely directed toward the prevention of staff injuries due to patient lifting and movement. While frequent, these are not the only injuries that can be addressed through ergonomics interventions. This presentation examines the risk factors for work-related musculoskeletal disorders, the wide variety of tasks within the hospital that may place workers at above average risk, and discusses prevention measures. The presentation looks at diverse tasks including electronic charting, housekeeping, laboratories and dietary operations.

Objectives:

- 1) Identify risk factors in at least four areas of the facility.
- 2) Describe at least three benefits of applying ergonomics throughout the facility.
- 3) Select prevention methods that may be appropriate to your facility.

Presenter Bio: Rick Barker, Consultant and Ergonomics Engineer for Humantech, supports clients' workplace safety and performance objectives through training programs, team facilitation, process management support, ergonomics assessments and workplace redesign. He has provided safety consulting services for a number of Fortune 500 companies and government agencies. He has also provided risk assessment services and engineering solutions including the identification of existing products, conceptual design of new products, modifications in workstation design and facility design consulting. Over the last 20 years, Barker has consulted with clients from diverse industries representing nearly every sector of the economy. Currently he focuses on expanding the application of ergonomics in services, healthcare and long-process manufacturing tasks.

B010

September 17, 2010, Friday 2:10 pm - 3:10 pm

Breakout Session

Level: Basic

Level: Intermediate

Title: Embarking on a Journey of Culture Change Among Health Care Workers to Increase Influenza Vaccination Rates – The Road to Mandate!

Presenter: Cynthia Hall, RN COHN-S/CM

Topic Overview: Emory Healthcare influenza vaccination rates over the past 10 years have been between 31% and 43%. Given that Emory Healthcare values its organization as a premier employer and provider of health care, we were determined to offer all Emory Healthcare employees the chance to be educated and have the opportunity to take the influenza vaccine. A steering committee was formed to design a plan to educate, communicate, and track the responses of our workers and their perceptions regarding the influenza vaccine. The plan included the development of a tool that would serve as a consent, waiver, and declination form. This tool also allowed us to collect data on reasons why workers chose not to take the vaccine for further analysis. An online tracking tool was developed for managers/workers to track their individual and departmental progress. We discovered that using our own employees to share their stories about their beliefs has had an impact on our progress. After a 10-year history of vaccination rates of 39% - 43%, we increased our vaccination rates to 72%. This is the second year in a row we have shown an increase in the number of vaccinated employees. With the invasion of the H1N1 virus and its unknown effect when mixed with the influenza seasonal virus – the issue to mandate was decided.

Objectives:

- 1) Identify steps for mandate decision
- 2) Identify tools and forms to assist with a mandate
- 3) Describe how to develop tracking mechanisms
- 4) Define vaccine delivery strategies

Presenter Bio: Cynthia S. Hall, RN, COHN-S/CM has over 25 years of experience in Occupational Health with 15 years as an onsite nurse manager in manufacturing and 8 years in employee health for a large healthcare facility. Developed occupational programs for small companies providing them with various health and wellness activities. Cynthia has been instrumental in helping Emory Healthcare's Influenza Program to receive 2 ANA awards for Top 5 in 2006 and Top 4 in 2007 for their Influenza Program for

Healthcare Workers. The program also received second place honors from the GHA-PHA patient safety award in 2007 for their work in increasing their influenza vaccinations rates. Cynthia continues and her team at Emory Healthcare was the first large healthcare system in Georgia to mandate the influenza vaccine for all staff.

B011

September 17, 2010, Friday 2:10 pm - 3:10 pm

Breakout Session

Level: Basic

Title: Is Your Employee a Bariatric Patient?

Presenter: Barbara McCarthy, RN MSED BSN COHN

Topic Overview: Obesity is an epidemic and one of the greatest health problems we as Americans face. Weight loss surgery has been greatly improved and is becoming increasingly common and affordable. Do we as OHNs have the knowledge to identify, care for and advocate for the needs of these employees? Do we know enough about bariatric surgery to provide appropriate support for these employees? This promises to be an open and honest discussion by an OHN who is a bariatric patient herself to help you get the information you need to care for this increasing employee population.

Objectives:

- 1) Define bariatrics, and identify the different weight loss surgeries and how they work.
- 2) Identify the dietary changes that occur after bariatric surgery and how you as an OHN can support these patients.
- 3) Identify the identity changes and challenges that may occur after bariatric surgery and how you as an OHN can assist the employee.

Presenter Bio: Barbara McCarthy has been a nurse for 33 years, having worked in many specialties and positions related to and in occupational health. She was an instructor for former President Clinton's initiative on HIV education in federal agencies. She is a past presenter for the American Association of Occupational Health Nurses and AOHP at national, state and local levels on topics such as safe patient handling, employee wellness, sleep and care of employees with bariatric surgery. She is currently the Manager of Occupational Health for Albemarle Health in Elizabeth City, NC, an adjunct professor at Elizabeth City State University and is a bariatric patient herself. She is a registered nurse and holds a Masters of Science in Education from Virginia Tech.

B012

September 17, 2010, Friday 2:10 pm - 3:10 pm

Breakout Session

Level: Intermediate

Title: Real World Implementation of AORN Injury Prevention Guidelines in the OR

Presenters: Tom LeRoy, PT and Leslie Thibault, RN

Topic Overview:

AORN published its *AORN Safe Patient Handling and Movement in the Perioperative Setting Guidance Statement* in 2005. Maine Medical Center, a 600-bed teaching facility, had already undertaken a safe patient handling program in its Intensive Care and Intermediate Care units, and then learned the OR had specific concerns that included patient handling, as well as other factors. In 2008, a collaborative group of various disciplines within the OR and Employee Health began a process to apply

the AORN guidelines to address some of the risk factors within the OR. The lessons learned during this ongoing two-year process speak volumes to both the micro and macroergonomic factors.

Like many complex systems, the OR environment is somewhat resistant to change. Different stakeholders required a variety of factors to “buy in” to the process, and the process had to be structured for early success and building momentum. To address the risk factors, the OR Injury Prevention Committee worked with vendors, central sterile supply, purchasing, pre-admission testing/scheduling, as well as with their surgical groups. This two-year process is instructive on many levels and underscores the multi-factorial nature of musculoskeletal injuries as implied by the “ecological model”.

Objectives:

- 1) Describe the process for applying “guidance documents” to specific environments.
- 2) Understand and be able to prioritize possible interventions based on ease of implementation, impact, cost and staff concern.
- 3) Describe how to use a “participatory” process while keeping it manageable and on schedule.
- 4) Describe various methods of quantifying outcomes.

Presenter Bio

Tom LeRoy, PT: Tom LeRoy graduated from the University of Missouri – Columbia. He is pursuing a Masters Degree in Health Ergonomics from the University of Derby (UK). LeRoy has worked in a variety of settings (neurological, amputee, orthopedic), but for the last eight years has specialized in on-site physical therapy and ergonomics. He is currently the head of the Ergonomic Program at Maine Medical Center, which has 5,800 employees distributed across its main campus, research institute and off-site specialty centers.

Leslie Thibault, RN: Leslie Thibault is a registered nurse working at Maine Medical Center in Portland, Maine as an operating room circulator. She received a Bachelor of Science in Education from St. Josephs College in Windham, Maine, and a Nursing Degree from Southern Maine Community College in South Portland. Thibault has been an operating room nurse for more than eight years. She is the OR lead for injury prevention and the face of the ergonomic initiative in the OR. She consults regularly with internal and external resources from a variety of fields to help create peer and patient safe practice solutions to hospital-wide problems.

B013

September 17, 2010, Friday 3:20 pm - 4:20 pm

Breakout Session

Level: Advanced

Title: The Results of Quantiferon Gold Testing vs. TST in an Urban Medical Center in the Midwest for Routine Surveillance

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

Topic Overview:

Finding effective, time efficient ways to manage tuberculosis (TB) surveillance is a challenge for the employee/occupational health professional. A medical center in the Midwest began screening health care workers using Quantiferon TB Gold test (QTF-G) in January 2008 in hopes to decrease the effort put forth with the annual TB testing. This case study reviews their experience with QTF-G testing. A high conversion rate was noted when used for annual screening for “routine” health screening. This led to significant costs, time and work-up of positive cases. Additionally, reversion rates near 50 percent

between repeat QFT-G results raised a concern about the effectiveness of QFT-G as a sole screening test for our medical center.

Objectives:

- 1) Review the Quantiferon Gold testing process.
- 2) Discuss the results of QFT gold testing in a medical center setting.
- 3) Discuss the cost effectiveness of continuing TB skin testing in a medical center employee population.

Presenter Bio: Denise Knoblauch is currently employed as a Clinical Case Manager in a medical center based occupational/employee health clinic and is also a Lead Green Belt in the Six Sigma department at OSF Saint Francis Medical Center in Peoria, IL. She has 20 years of experience in hospital-based occupational health as a clinician, manager and case manager. She is a co-presenter for *Getting Started on the Road* and has presented at AOHP national conferences. She co-authored an original research project, "Are all 'No-lift' Policies the Same?", published in the *AOHP Journal*. Knoblauch currently serves on the AOHP National Board as President Emeritus and is President of the AOHP Illinois Chapter.

B014

September 17, 2010, Friday 3:20 pm - 4:20 pm

Breakout Session

Level: Intermediate

Title: Respiratory Protection Best Practices

Presenter: Judi Coyne

Topic Overview: This presentation will address some of the commonly asked questions from the healthcare field regarding respiratory protection practices. Supportive evidence for the responses will be included, where possible. Selected topics include:

- Do all respirators offer the same protection?
- How long can an N95 be worn?
- Why does an N95 require special donning and doffing procedures?
- Does moisture build-up render an N95 less effective?
- When should a respirator be used for infection prevention?

Suggested best practices gathered from a wide variety of healthcare organizations will be shared. The presentation will culminate with a listing of Web-based resources for competency-based training.

Objectives:

- 1) State at least two healthcare situations when it is necessary to use respiratory protection.
- 2) Describe at least three factors essential in the selection and proper use of respiratory protection.
- 3) Identify four strategies to improve healthcare worker compliance with the use of respiratory protective equipment.

Presenter Bio: Judi Coyne has seventeen years of experience in Healthcare Administration with the Veterans Administration and Highmark Blue Cross / Blue Shield. Health Communications Specialist with National Institute for Occupational Safety and Health's (NIOSH) National Personal Protective Technology Laboratory since 2001.

B015

September 17, 2010, Friday 3:20 pm - 4:20 pm

Breakout Session

Level: Basic

Title: Fun, Fit and Feasible: Wellness Programs for the Impaired, Dysfunctional or Broke

Presenter: Barbara McCarthy, RN MSED BSN COHN

Topic Overview: This fun, interactive program includes discussion on the importance of wellness programs in the workplace, how to evaluate your population, problems with participation and how to implement programs that will help improve the health awareness of your employee population. Examples of successful programs will be presented to help stimulate ideas for your workplace, along with low or no cost resources that you can use immediately.

Objectives:

- 1) Identify three ways to accurately identify employees' wellness needs in your company or organization.
- 2) List at least two programs you can take back and implement immediately in the workplace for little to no money.
- 3) Identify why employees fail to participate in wellness programs and how to turn this around.

Presenter Bio: Barbara McCarthy has been a nurse for 33 years, having worked in many specialties and positions related to and in occupational health. She was an instructor for former President Clinton's initiative on HIV education in federal agencies. She is a past presenter for the American Association of Occupational Health Nurses and AOHP at national, state and local levels on topics such as safe patient handling, employee wellness, sleep and care of employees with bariatric surgery. She is currently the Manager of Occupational Health for Albemarle Health in Elizabeth City, NC, an adjunct professor at Elizabeth City State University and is a bariatric patient herself. She is a registered nurse and holds a Masters of Science in Education from Virginia Tech.

B016

September 17, 2010, Friday 3:20 pm - 4:20 pm

Breakout Session

Level: Intermediate

Title: Safe Patient Handling: A Legislative Update

Presenter: Colin J. Brigham, CIH CSP CPE CPEA

Topic Overview: This presentation will discuss the current status of legislative efforts at the state, federal and international levels to address safe patient and resident handling. There are currently a number of states that have passed safe patient and resident handling legislation, with bills before both the US House of Representatives and Senate. There are also other countries which have enacted standards. The presenter will review the differences among these pieces of legislation, their status, the requirements the legislation places on healthcare providers and practitioners, and the current status of safe patient and resident handling in healthcare.

Objectives:

- 1) Provide an awareness of current and proposed safe patient and resident handling legislation.
- 2) Illustrate differences among the various pieces of legislation.
- 3) Discuss the requirements the legislation places on healthcare providers and practitioners.
- 4) Compare requirements versus the current status of safe patient handling programs in healthcare.

Presenter Bio: Colin J. Brigham is a Certified Industrial Hygienist (CIH), Certified Safety Professional (CSP), Certified Professional Ergonomist (CPE) and Certified Professional Environmental Auditor (CPEA), with more than 35 years of experience in the safety and health field. In his current position as Vice President,

Safety Management and Ergonomics with 1Source Safety and Health, Inc., he helps to manage the provision of safety and health services to client companies in general industry, the construction industry, the healthcare sector and the public sector. This has included ergonomics program development, implementation and training for companies ranging in size from 50 employees to Fortune 50, working from hazard recognition to control implementation. Prior to going into consulting in 1993, Brigham spent nine years with Rexnord, Inc., which was then a Fortune 300 company, serving as their corporate industrial hygienist. He helped to develop and implement a corporate-wide ergonomics program that was initiated in 1979. He also spent 11 years with EBI Companies, a workers' compensation insurance company, helping many smaller companies from healthcare, pharmaceutical, construction and other industries to address their needs. He has served on the Ergonomics Committee of the AIHA and taught Ergonomics in the Masters in Environmental Health Program at Temple University. He has helped healthcare systems to develop and implement safe patient handling programs since 1989 and has developed and presented at safe patient handling seminars since 1991.

B017

September 17, 2010, Friday 3:20 pm - 4:20 pm

Breakout Session

Level: Intermediate

Title: Innovation in Immunization Campaigns

Presenters: Suzy Bramwell, MN RN COHN-S and Sharon Petersen, MHA RN COHN/CM

Topic Overview: In January 2010, Intermountain Healthcare introduced a corporate-wide healthcare worker campaign. A multidisciplinary effort resulted in a new policy signed by Human Resources and implemented by Employee Health, which holds new and existing employees accountable for their required Employee Health and Immunity Requirements. This bold and forward campaign shows Intermountain's commitment to providing extraordinary care by protecting employees and patients. Intermountain Healthcare is a large and diverse healthcare delivery system. It is geographically spread out across approximately 485 miles in Utah and southern Idaho, in multiple types of settings. The workforce population includes 31,000+ employees in: 22 inpatient hospitals; 16 home care offices; six outpatient surgical centers; a central laundry facility; FAA medical flight crews; and 150+ medical group clinics. More than 30 Employee Health nurses have assumed leadership to provide the necessary vaccinations and titers for all employees. This presentation will discuss the logistics of planning, delivering, tracking and evaluating a healthcare worker immunization campaign.

Objectives:

- 1) Describe Intermountain Healthcare's immunization campaign.
- 2) Provide examples and strategies for various settings.
- 3) Discuss opportunities for and barriers to success.

Presenter Bio

Suzy Bramwell, MN RN COHN-S: Suzy Bramwell earned her BSN from Brigham Young University and Masters of Nursing with emphasis in Occupational and Environmental Health from the University of Washington. Before joining Intermountain Healthcare, she worked as an occupational health nurse at Seattle Children's Hospital, where she helped develop and implement successful seasonal flu vaccination campaigns. She is the recipient of several professional awards and scholarships as a result of her work on those campaigns. Bramwell is a member of AOHP and AAOHN and is board certified in occupational health. She is currently employed as an Employee Health Coordinator for Intermountain Healthcare's Medical Group.

Sharon Petersen, MHA RN COHN/CM: Sharon Petersen has more than 17 years experience as an occupational health nurse and is currently employed as the Corporate Employee Health Manager for Intermountain Healthcare. She has developed, coordinated and implemented a comprehensive employee health program for a population of 31,000+ healthcare workers from all disciplines. She participates on various immunization, employee health and infection prevention committees and helped develop and implement a successful corporate-wide healthcare worker immunization policy and campaign. She has helped develop seasonal workforce influenza vaccination campaigns since 1993 when she began working in occupational health. Petersen is a member of AOHP and AAOHN and is board certified in occupational health.

C001

September 18, 2010, Saturday 7:45 am - 8:45 am

General Session

Level: Intermediate

Title: Substance Abuse and Drug Diversion in Healthcare Workers

Presenter: JoAnn Shea, ARNP MS COHN-S

Topic Overview: This session will provide an overview of substance abuse and addiction to include a discussion of the physiology behind addiction, tolerance and risk factors. The presenter will describe substances abused by healthcare workers, including prescription drugs, and will review the signs and symptoms of drug diversion and substance abuse. The presentation will cover rehabilitation, relapse and recovery efforts and will highlight interventions and state programs for licensed healthcare professionals.

Objectives:

- 1) Describe four warning signs that may indicate a healthcare worker is diverting narcotics.
- 2) List four factors that contribute to substance abuse in healthcare workers.
- 3) Identify four behaviors that may indicate a healthcare worker may have a substance abuse problem.

Presenter Bio: JoAnn Shea is the Director of Employee Health and Wellness at Tampa General Hospital, a teaching hospital with 6,500 employees. She has worked in the employee health field for 24 years and oversees an employee clinic with more than 30,000 visits per year, FMLA, workers' compensation, injury prevention, lift team, wellness, and the drug-free workplace.

C002

September 18, 2010, Saturday 8:50 am - 9:50 am

General Session

Level: Intermediate

Title: Implementation of a Successful Restricted Worker Program Within a Hospital Setting: Medical Center Case Study

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

Topic Overview: Accommodating workers with restrictions is challenging for any work setting. However, lost work days are detrimental to a company's financial bottom line and frustrating to workers left to carry the extra load of work. This presentation shares one hospital's journey in developing a successful restricted worker program in an attempt to reduce workers' compensation costs, improve morale and increase productivity. Participants will learn about the barriers they encountered and the successes they obtained.

Objectives:

- 1) Discuss costs associated with lost work days from a financial, physical and emotional standpoint.
- 2) Discuss methods used in implementing a restricted worker program.
- 3) List methods for addressing accommodations needed for restricted workers.
- 4) Understand the barriers faced in implementing a restricted worker program.
- 5) Discuss two methods to evaluate the success of a restricted worker program.

Presenter Bio: Denise Knoblauch is currently employed as a Clinical Case Manager in a medical center based occupational/employee health clinic and is also a Lead Green Belt in the Six Sigma department at OSF Saint Francis Medical Center in Peoria, IL. She has 20 years of experience in hospital-based occupational health as a clinician, manager and case manager. She is a co-presenter for *Getting Started on the Road* and has presented at AOHP national conferences. She co-authored an original research project, "Are all 'No-lift' Policies the Same?", published in the *AOHP Journal*. Knoblauch currently serves on the AOHP National Board as President Emeritus and is President of the AOHP Illinois Chapter.

C003

September 18, 2010, Saturday 10:15 am - 11:15 am

General Session

Level: Advanced

Title: Real-World Spirometry: Pitfalls and Interpretation

Presenter: Mary C. Townsend, DrPH

Topic Overview: Spirometry is widely performed in the occupational setting, but too often those who conduct the tests, as well as those who interpret the results, are unaware of pitfalls that plague real-world testing in the occupational setting and of current spirometry recommendations. This short presentation provides an overview of these two aspects of spirometry, summarizing the components of valid test results and current recommendations on accurate interpretation of employee test results. Elements of valid tests which will be reviewed include issues related to equipment, technique and technician training. Recommended interpretation of test results is also reviewed, considering evaluation relative to both the normal range and to a subject's baseline over time.

Objectives:

- 1) Summarize current developments in occupational spirometry testing.
- 2) Highlight pitfalls of spirometry testing that are not always widely appreciated.
- 3) Review appropriate interpretative strategies of test results.

Presenter Bio: Dr. Townsend, who has a Doctorate of Public Health in Epidemiology, has worked as a private consultant and teacher for the past 20 years, and is an adjunct faculty member in Environmental and Occupational Health at the University of Pittsburgh. She teaches frequent NIOSH-approved spirometry full courses and refresher courses and sponsors a Respirator Fit-Testing Workshop twice each year. She serves as the interim course director for Johns Hopkins University's NIOSH-approved spirometry courses. Townsend has worked as a pulmonary function testing teacher and consultant for many clients, including General Motors, DuPont, Health Partners of Ohio, Dow Chemical, Alcoa, the Library of Congress, NIOSH, and the National Heart, Lung, and Blood Institute. She has published many articles, is on the editorial board for the American College of Chest Physicians' journal *Chest*, and was named one of their top five percent of reviewers in 2009. She is lead author on three ACOEM Position Statements on Spirometry in the Occupational Setting, including the recent "Spirometry in the Occupational Health Setting— 2010 Update," and is a member of the ATS Technical Review Committee on Spirometry in the Occupational Setting. She lectures regularly on spirometry at the AAOHN, ACOEM and ATS annual meetings. Before working as a private consultant, Townsend worked as a Visiting



Scientist and Research Epidemiologist with NIOSH, and as a full-time Assistant Professor of Epidemiology at the University of Pittsburgh.

C004

September 18, 2010, Saturday 11:20 am - 12:20 pm

General Session

Level: Basic

Title: Celebrating Our Past To Create Our Future

Presenter: Gen Guanci, MEd RN-BC CCRN

Topic Overview: This session looks back over the history of nursing to discover where we have been, where we are today and where nursing must go to create the future of professional nursing and the healthcare environment. Participants will leave the session inspired and committed to the future only they can create!

Objectives:

- 1) Discuss the history of nursing.
- 2) List four critical workplace issues that must be addressed to ensure our successful nursing future.
- 3) Implement a personal action plan for ownership of your nursing future.

Presenter Bio:

Gen Guanci is a talented educator who has presented nationally and internationally on a wide variety of education and healthcare topics. She is sought after for her ability to take complex subjects and make them easily understood. She has a Masters Degree in Adult Education as well as certification in critical care nursing (CCRN) and nursing professional development (RN-BC.) In addition, Guanci holds a certificate of advanced graduate studies (CAGS) in organizational development. She has held various positions ranging from staff nurse to Director of Organizational Education and Development. Currently, she is a consultant with Creative Health Care Management and works with organizations across the country on strengthening their professional practice environment and creating a culture of excellence. Guanci has held board positions at both the local and national level of NNSDO. She has published several articles, as well as a book, on creating a culture of excellence.