Stretch and Flex Programs

SMACNA Safety Webinar

April 29, 2010

Philip Lemons, CSP, ARM
Safety Coordinator
Streimer Sheet Metal Works, Inc.
Portland, Oregon
**Stretch and Flex Program**

- **What is Stretch and Flex?**
  - A great way to start each day!
  - To get ready for the work ahead
- **Paid-time, scheduled daily activity**
  - Attendance required, instructor leads
  - Warm-up + 10-12 stretches in 8-10 min.
  - Takes place in your work environment
Stretch and Flex Program

• Important part of total personal fitness:
  – Along with strengthening, aerobics & endurance exercises
  – Balanced, nutritious diet
  – Ample water, fluids intake

• Part of company wellness efforts:
  – Ongoing safety & health education
Stretch and Flex Program

Polling Question:

- Does your company have a formal stretch and flex program in place?
- YES
- NO
- Not Sure
Stretch and Flex Program

- What are the benefits of a program?
  - Personal
    - Better handling of work stressors
    - Improved performance, energy
  - Employer
    - Team building, increased production
    - Reduced injuries, comp costs
Stretch and Flex Program

- Develop a program
  - Source and organize stretches
  - Determine stretch time(s) & location(s)
  - Train and equip stretch leaders

- Implement the program
  - Announce 90-day trial
  - Equip leaders with material
  - Evaluate, adjust, continue the program
Stretch and Flex Program

- Source and organize stretches
  - Loss control services
  - Trade association safety
  - Occupational medicine/ P.T.
  - Others with programs in place
  - On-line sources

- Target stretches to specific work groups
Stretch and Flex Program

● Select stretch leaders
  – Respected among their peers
  – Motivated to prevent injuries
  – Participate in health and fitness activities

● Train and equip
  – Stretch sequence, procedure, timing
  – Photos/text to guide, remind
Stretch and Flex Program

• Look to the stretch leader to
  – Ensure no slip/trip hazards present
  – Direct daily, emphasize correct procedure
  – Screen for injury, address concerns
  – Control chatter, distraction, keep on time
  – Able to lead audibly or silently
  – Present stretching as a fun activity
Stretch and Flex Program

- Look to the participating employee to
  - Perform each stretch correctly, safely
    » At their own pace, not a race
    » Avoid awkward postures, perform as shown
    » Slowly in and out of each stretch
    » Relax fully between stretches
  - Provide feedback on stretches, program to stretch leader, program coordinator
**Stretch and Flex Program**

- Goal of stretching is to
  - Increase flexibility and range of motion of tendons around joints
  - Combat shortening or contraction of connective tissue due to aging, injury or lack of use.
  - Reduce frequency, severity and costs of musculoskeletal injuries
**Stretch and Flex Program**

- Participation is voluntary
  - Never beyond personal limits or capabilities
  - Ask their doctor with any concerns
  - Never stretch to the point of causing pain
  - Never mask pain to continue stretching
  - Always follow procedures as demonstrated
Stretch and Flex Program

• Our program
  – 1 warm-up, 12 stretches appropriate muscle groups, 8-10 minutes total
  – Start of shift, before strenuous tasks
  – Scheduled at 6 am, 7 am, 7:30 am, 8 am
  – Group stretches, individuals at desks with posters or slide show on computer
Stretch and Flex Program

- Resources
  - MedLinePlus.com
  - PubMed.gov

- My contact information
  Philip Lemons, CSP, ARM
  Streimer Sheet Metal Works, Inc.
  ph_lemons@streimer.com
  (503) 288-9393

QUESTIONS??
Return to Work Programs

SMACNA Safety Webinar

April 29, 2010

Nathan Brimhall
Safety Director
CCI Mechanical, Inc.
Salt Lake City, UT
Return to Work Program

- What is it?
  - A company policy or program for returning to work after an injury.
  - Formal? Simple? ...Written!
  - Outline for procedures and processes to ensure consistency.
**POLL QUESTION**

Does Your Company Currently Have a Return to Work Program?

- Yes
- No
- Not Sure
Barriers and Blockades

- **Old School Thought (Employer)**
  
  - “Do we have to have a program for everything.”
  
  - “I’m not paying Journeyman wages for Pre-Apprentice work!”
  
  - “It’s construction; we don’t have any light duty!”
Barriers and Blockades

- Old School Thought (Employee)
- Both extremes:
  - “I’m not a pansy!”
  - “I’ve never hurt like this before; am I ok?”
  - “That restriction is simply the doctor’s opinion; that’s why it’s called a practice.”
  - “My Mom wants to talk to you.”
What do you need?

- Support from Management
- Written Policy or Program
- Relationship with Clinic or Provider
- Relationship with Insurance Carrier
- Support from Employees
- Consistent Application
How do I get Support?

- Communication (Management)
- Communication (Medical Provider)
- Communication (Insurance Carrier)
- Communication (Employees)
- Oh yeah, did I mention you need to communicate?
Management

- **Cost analysis** – Doesn’t have to be formal.
  - Help them see the direct **and** indirect costs associated with claims.
  - Cost of full pay vs. cost of indemnity and affect to EMR for lost time.
    * Higher EMR = less chance to bid.
    * Less bid opportunity = less growth
    * Less growth = less profit
Management

• Why do it?
• It’s the right thing to do, period.
  – Morally
  – Ethically
  – Economically
Medical Provider

- You must have a relationship with the medical provider.
  - They need to know you have a program.
    » Education – Recordability, treatments, etc.
    » Must be familiar with type of work you do as well as modified duty availability.
  - Highway of trust; do what you say and hold accountable. Foreman, P.M’s, Dr.’s, and Employees. Consistency!!!
Insurance Carrier

• Generally pushing you to have a program.

  – May have a program template available
  – Nurse case managers
  – They get the cost benefits
  – Relationship with Claim Managers
Employees

- Their best interest for health and welfare.
  - 66.6 % or less is not as good as 100% pay.
  - Feeling of being needed and valuable.
  - Asset to Company = Company cares.
  - Progress to full duty in a controlled manner keeps finger on pulse of transition.
  - Can develop into strong ally.
Summary

- If you don’t have one; get one!
- Customize it to fit your culture.
- Be willing to take the time to talk about it to everyone involved.
Questions and Resources

- **SMACNA**
  - List serve
  - Website: www.smacna.org
- **Your Insurance Carrier**
- **Web links to pdf:**
  - [http://www.wcb.state.ny.us/content/main/ReturnToWork/RTW_Handbook.pdf](http://www.wcb.state.ny.us/content/main/ReturnToWork/RTW_Handbook.pdf)

nbrimhall@ccimechanical.com
801-973-1201

QUESTIONS??