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IOWA ASSOCIATION  
OF BUSINESS & INDUSTRY

# You'll Know What I Did Last Summer

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Advocate • Collaborate • Educate • Motivate

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# Interesting Projects 2009

- Manufacturer Ergonomics Program
- Manufacturer Facility Layout
- Manufacturer Threat Assessment
- Training with Game Shows



# Mfg. Ergonomics Program

- Management initially concerned about...
  - Lack of expertise
  - Perceived cost
  - Other priorities (complying with OSHA)
- But they just couldn't ignore...
  - \$427,000 ergo severity in previous three years
  - 0.12 increase in experience mod



# What We Did – Fall 2009

1. Assessed the current situation and provided workstation recs (Sept 2009)
2. Trained all supervisors to identify ergo risk factors (Oct 2009)
3. Added a subcommittee to their safety committee focusing on ergonomics (Nov 2009)

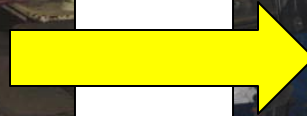


# Since Last Fall

- Committee meets monthly to identify:
  - What has been done
  - What they still need to do
- They keep a log of their successes and share these with employees



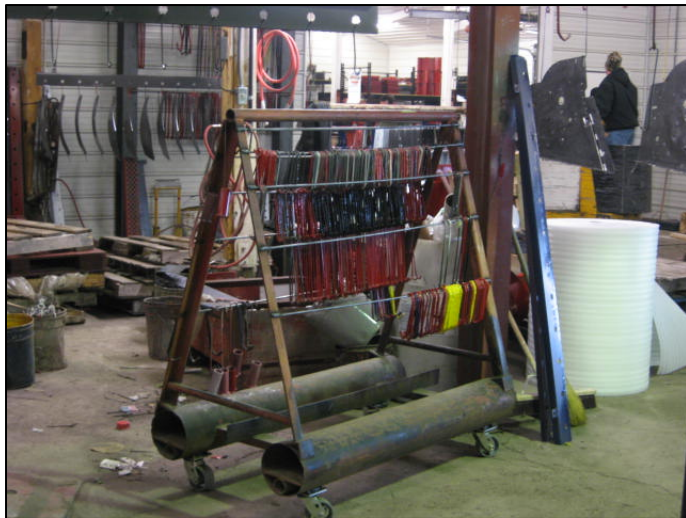
# Simple Wins



Home made stands get products off the ground



# Simple Wins



Old A-frame fixture  
Added wheels for mobility  
– eliminates ~1,000 floor  
level lifts/day



Stackable bins replace  
5-gallon buckets for parts  
storage



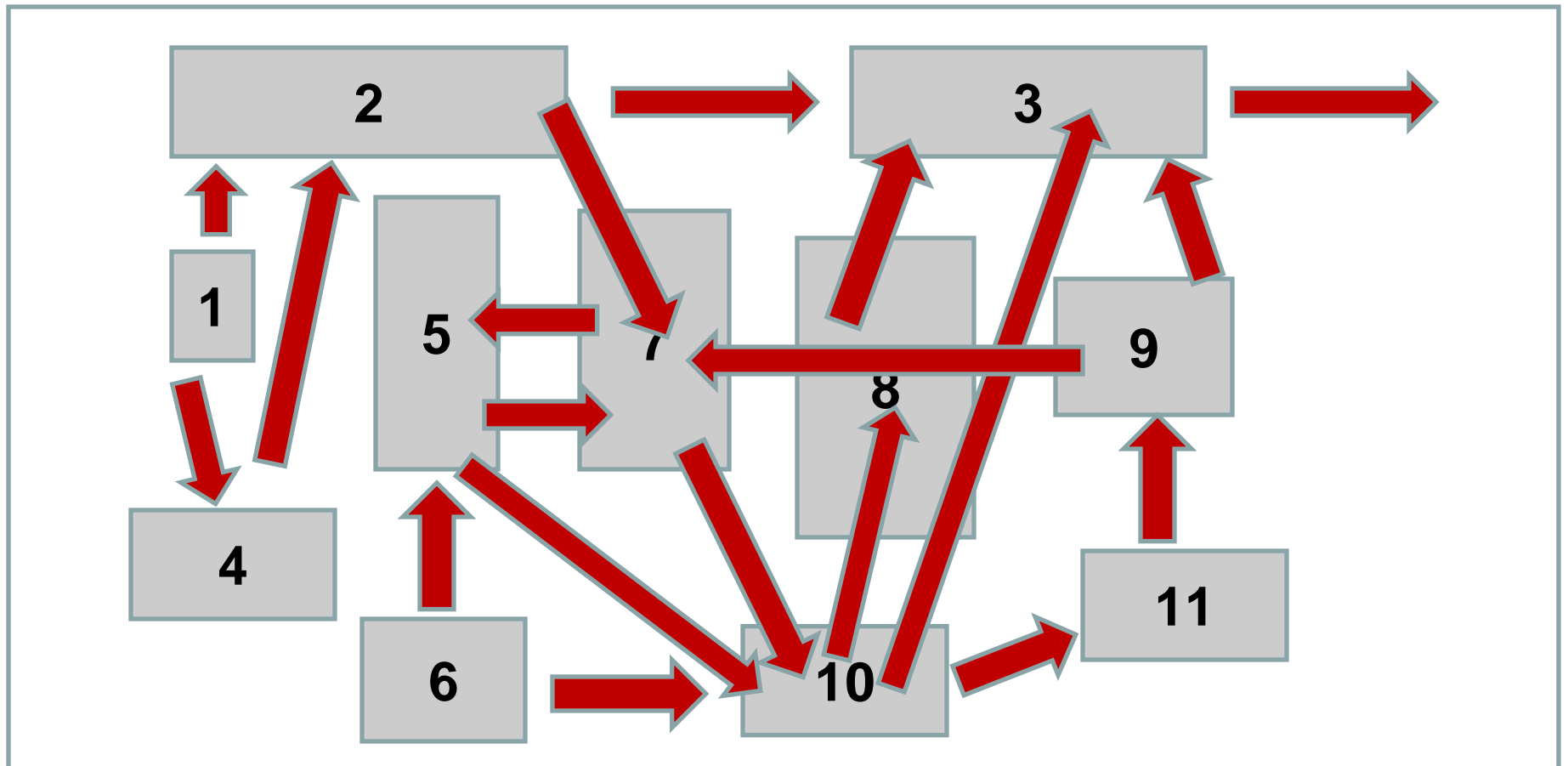
# Early Results

Measured Category	11/1/09 – 2/28/10 (Most recent 4 month period)	Avg in Previous 9 Four Month Periods (36 months – 3 yrs)
Ergonomics Claims	3	6
Ergo Claim Costs	\$21,000	\$64,000
Total WC Claims	7	17
Total WC Costs	\$23,000	\$231,000



# Facility Reorganization

- Company involved solely in ag products since their beginnings in the 1880's
- The farm crisis of the 1980's brought the need for diversification
- New products = more square footage = lots of new construction
- 11 buildings, 15 acres, and lots of material handling





- **Direct Results**

- Approx. 30% less material handling means...
  - Less non-value added cost
  - Less exposure to material handling related injuries
  - Confidence to take on new challenges and growth opportunities
- Growing company in a slower economy
- Improved workflow in all aspects of company, including billing, sales, etc.



# Mfg. Threat Assessment

- Risk Management Committee wants “biggest bang for their buck”
- Needs a way to identify their primary hazards
- Assistance primarily provided through Jerry Loghry (I just tagged along)



# Mfg. Threat Assessment

## Probability of Loss

Impact of Loss

	Highly Likely	Likely	Neutral	Unlikely	Highly Unlikely
Devastating	Red	Red	Red	Red	Yellow
Severe	Red	Red	Yellow	Yellow	Green
Noticeable	Red	Yellow	Yellow	Green	Green
Minor	Yellow	Yellow	Green	Green	Green

- Fire
- Pandemic
- Theft
- Chem. Release
- Riot
- Work. Violence
- Tornado
- Work. Accidents

	These risks are high. The countermeasures recommended to mitigate these risks should be implemented as soon as possible.
	These risks are moderate. Countermeasure implementation should be planned in near future.
	These risks are low. Countermeasure implementation will enhance security but is less urgent than higher risk levels.



# Threat – Theft of Property

Current Countermeasure	Current Cost of Countermeasure	Proposed Countermeasure	Proposed Cost of Countermeasure
Secured records	\$6,000 / yr	Background checks	\$3,000 / yr
Personal property policy	\$0 / yr	Security systems at all locations	\$1,500 / yr
Random inventory checks	\$23,000 / yr	Improved lighting	\$1,200 / yr
Limited access areas (tool cribs)	\$16,000 / yr	Guarded entry (gate w/ inspector)	\$500,000 / yr
Scrap company relationships	\$4,000 / yr	Physical IT controls	\$500 / yr



# Mfg. Threat Assessment

- Compare costs of countermeasure versus effectiveness in reducing identified threat
  - Not likely to spend \$500,000 on guard shack to prevent \$20,000 theft losses
  - Very likely to spend \$500 on IT controls to prevent \$20,000 theft losses
- Very subjective, but valuable, process



# Training with Game Shows

- Started in response to requests to make safety training more interactive
- Benefits noted since inception:
  - People stay awake because it is fun
  - People remember more because they participated
  - People actually want the insurance guy to come talk about safety!



# Training with Game Shows

- Currently using three game show formats:
  - JeoParody!
  - Safety 250 Trivia – Auto Racing Theme
  - Who Wants to be a Defensive Driver



# Questions?

- Chris Murphy, CSP, ARM, AU
- Senior Engineer, EMC Home Office  
Risk Improvement
- [Chris.D.Murphy@emcins.com](mailto:Chris.D.Murphy@emcins.com)
- Phone: (515) 345-2493