Health Care Safety Program

Accident Investigation Program
- Written prompt reporting policy
- Individual responsibilities defined.
- Written procedures
- Formal accident investigation training for those responsible for investigations
- Use of accident investigation form that identifies corrective action and follow up

OSHA Programs
- Bloodborne pathogens
- Hazardous communication
- Personal protective equipment (gloves, universal precautions, mask, footwear, etc.)
- Lockout /tagout (maintenance)
- Emergency preparedness plans (fire safety plan, tornados, etc.)
- Universal precautions/infectious control plan
- Workplace violence
- Access to medical records
- Respirator protection

Safety Program
- Written safety program
- Who is responsible for overall implementation of safety program?
- Safety committee meetings
- Safety incentive program/supervisors’ performance reviews tied into safety performance
- Employee training and orientation
- Disciplinary policy in place and enforced

Modified Duty Program
- Formalized company policy outlining the following:
  - Business practice
  - Time periods for use
  - Humanistic reasons for the practice

- Defined employee responsibilities regarding the following:
  - Modified duty
  - Medical restrictions
  - Treatment patterns

- Specified supervisory and management responsibilities for the most effective usage and monitoring of employees working with medical restrictions.
- Predetermined jobs and the hours available for the most difficult restrictions. These most often concern low weights, one-handed or mobility issues.

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United Heartland is the marketing name for United Wisconsin Insurance Company, a member of AF Group. All policies are underwritten by a licensed insurer subsidiary of AF Group.
• Involvement of the medical community to ensure they are aware of the practice and understand your commitment to modified duty and established restrictions.
• Communication among the employee, supervisor, management, medical providers and the insurer’s claim representative.

Motor Vehicle Program
• Policy statement
• Motor vehicle purpose
• Driver licensing
• Driver qualifications
• Review of motor vehicle record (MVR)
• Personal use
• Maintenance and inspection
• Personal vehicles used for organization business
• Theft
• General fleet safety rules
• Fleet safety receipt

Respirator Protection Program
• Medical exams
• Employee exposures
• Proper selection
• Voluntary use
• Respirator fitting and inspection
• Cleaning, storage and disinfecting
• Discarding/disposable respirators
• Instructions/training for use

Safe Patient/Resident Handling Program
• Written safe patient handling program
• Objective criteria in place for transferring of patients (see UH SPH program requirements)
• Quality assurance
• Education and training
• Progressive-step disciplinary program
• Equipment inspection and maintenance

Drug Safety/Security Program
• Storage of medicines
• Security measures taken to prevent theft
• Employee background and criminal records checked
• Video surveillance

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