

EMS Safety Officers

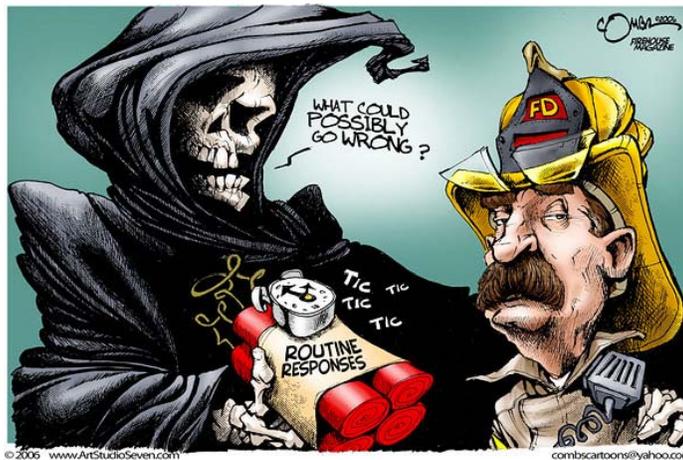
Taking Care of Our Own!



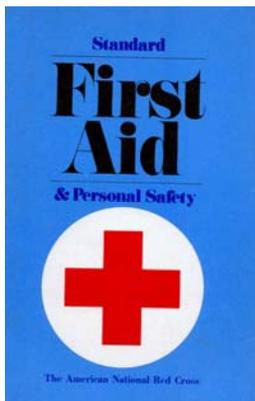
Jack Sullivan, CSP, CFPS
Loss Control Innovations, Richmond, VA

respondersafety@gmail.com
Phone: 804-514-3766

“It was just a routine job....”



Have “Emergency Medical Services” changed in the last 30 years?



1970's



2010

What Has Changed?

- Ambulances & Patient Transport
- Medical Equipment/Procedures
- EMT/PM Safety and PPE
- EMS/PM training and specialty skills



Safety Program Strategies

- Top management endorsement and “active leadership”
- Minimum program standards & policies
 - OSHA/VOSH, NFPA 1500, ???
- Establish “activities” to achieve minimum standards
- Management “responsibilities” and training at all levels

Safety Program Strategies

- Incident Investigation & Analysis
- Safety “motivation” and training for all employees
- “Functional” safety committees
- A system of tracking results



Safety Leadership Attributes



Safety Leadership Attributes

- **Leadership Personnel**

- Safety is not a priority
 - Safety is an expectation!
- Walk the Talk
- Lead by Example
- Don't just walk by...



Safety Leadership Attributes

- **Open Communications**

- Shared understanding of safety expectations
- Management must repeat and reinforce
- Seek Feedback
 - Verify that the message has been received and understood
- Positive Reinforcement

EMS Safety Officer

- Sells “safety” to management and the workforce
- Serve as a consultant to management
- Involves employees in safety process



EMS Safety Officers

- **Protect our people!**
 - ☑ Anticipate, identify & evaluate
 - ☑ Hazardous conditions or practices
 - ☑ Develop hazard control methodologies
 - ☑ Implement hazard controls and programs
 - ☑ Measure, audit and evaluate the effectiveness of controls and programs

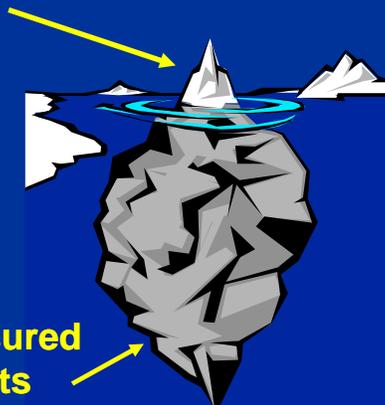
Benefits: EMS Safety Officers

- **Compliance**
 - State, Federal Laws
- **Ethical Reasons**
 - Concern for the workers
- **Economic Reasons**
 - Protect agency assets
 - Reduce Workers' Comp costs



The Tip of the Iceberg !

Insured Costs



Uninsured Costs

- Overtime Costs
- Loss of Public Image
- Loss of Staff
- Cost to Train New Staff
- Extra Management Time
- Loss of Expertise

(Average 4 Times Greater)

Safety Program Standards & Policies

- **Compliance**
 - OSHA/VOSH – PPE, BBP, HazMat
 - Department or Agency Policies
 - Industry Standards, State Laws
- **Best Practices**
 - Technology improvements
 - Industry experience
 - Things that work!

Safety Administration (SO)

1. Risk Management Plan

- Admin., Facilities, Training, Vehicle Ops, PPE, Emergency Ops, Non-Emergency Ops

2. Safety & Health Policy

- Goals & objectives
 - No Fatalities – Everyone Goes Home
 - Preventing injuries & eliminating accidents
 - Controlling exposures to disease & illness

Risk Management Process

- **Risk Identification**
 - What can go wrong? What could happen?
 - Low frequency/high severity – **Danger!**
- **Risk Evaluation**
 - “Predictable is Preventable”
- **Establish Priorities**
 - High, moderate, low
- **Risk Controls**
 - Avoidance, control measures, transfer

Safety Administration (SO)

3. Occupational Safety & Health Program

- Comply with laws & legal requirements
- Establish & enforce rules and SOPs
- Incident Investigation Procedure
- Occ. Safety & Health Committee

SO Activities

- Check for hazards & exposures
- Evaluate existing & potential controls
- Review injury/incident experience
 - The agency/department
 - Other emergency services operations



More “SO” Activities

- **Monitor Performance**
 - “What gets measured – gets done!”
 - Monitor injuries & Incidents (Close calls)
 - Reinforce positive trends
 - Negative trends need corrective action
 - Injuries should be investigated for cause
 - Lessons from losses

Measuring Results

- How many safety meetings?
- How many hours of safety training?
- How many safety checks?
- Deficiencies corrected?
- How many effective injury or close call investigations completed?

Safety Program Attributes

- Basic qualifications and training
 - Safe way of “how to do it”
 - Practices with safety embedded
 - Certain activity is far too risky
 - If you can't do it safely.....Don't do it!

Safety Training & Motivation

- Provide the right training
- Provide it at the right time
- Review periodically and reinforce

Incident Investigations

- **All injuries should be investigated**
 - Develop facts
 - Contributing factors
 - Outline actions to prevent a reoccurrence
- **Loss analysis**
 - What has happened before?
 - Good prediction of the future
 - Helps with establishing priorities

Safety Committee

- Right people
- Meeting regularly
- Agenda and minutes documented
- Taking action and doing follow-up

Other “SO” Activities

- Ensure facility safety & compliance
- Review & recommend equipment specs
- Encourage health maintenance
- Serve as internal & external liaison
- Infection Control Officer
- Critical Incident Stress Management
- Address workplace violence exposures



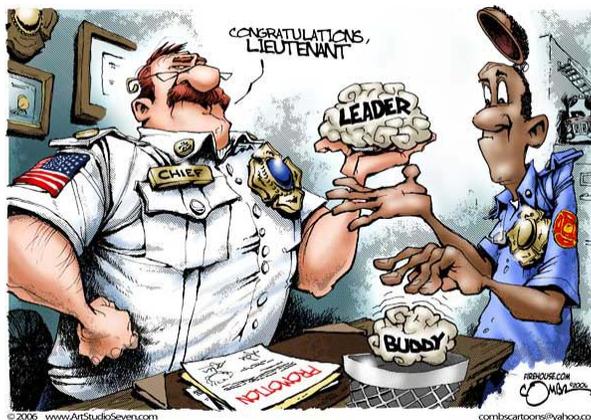
Safety Officer Essentials

- Lead by example
- Stay current
- Motivate others
- Demonstrate competence
- Create trust
- Provide training
- Help solve problems



Leadership is NOT Management

Being promoted into a company officer position does not make you a leader



Leadership

- “The art of getting someone else to do something you want done because he wants to do it” – Dwight D. Eisenhower
- “Someone who people choose to follow”
- Leadership without management accomplishes nothing. And management without leadership accomplishes a whole lot of nothing. - Dr. Rich Gasaway

S.O. Resources

- **FA-144 - EMS Safety, Techniques and Applications**
www.usfa.dhs.gov/downloads/pdf/publications/fa-144.pdf
- **NFPA 1500 Standard on Fire Department Occupational Safety and Health Program**
<http://www.nfpa.org/aboutthecodes/AboutTheCodes.asp?DocNum=1500>
- **NFPA 1521: Standard for FD Safety Officer**
www.nfpa.org/aboutthecodes/AboutTheCodes.asp?DocNum=1521
- **IFSTA Fire Department Safety Officer**
<http://bit.ly/9FchUk> or <http://imis-ext.osufpp.org>

S.O. Resources

- **NFFF - Everyone Goes Home**
<http://www.everyonegoeshome.com/>
- **EMSWORLD - In the Line of Duty Death Notices**
<http://www.emsworld.com/article/fullsection.jsp?siteSection=2>
- **EMS1.com – Line-Of-Duty Deaths**
<http://www.ems1.com/lodd-line-of-duty-deaths/>
- **EMSCloseCalls.com**
<http://www.firefighterclosecalls.com/emshome.php>



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Cell: 804-514-3766
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