Athletic Trainer Program

Robert Brown
Safety Manager- Upstate New York
49% of OSHA recordable injuries are **SOFT TISSUE INJURIES**

- 90% of soft tissue injuries are preventable through early intervention.
- Statistics demonstrate a minimum of 85% resolution of the condition without outside traditional medical care. (ATI)
“STIP” Objectives

- Soft Tissue Injury Prevention (STIP)- proactive prevention of soft tissue injuries for “industrial athletes”
- Onsite coaching/training to help manage physical demands of job
- Support for stretch & flex, physical conditioning
- Reinforcement of our STIP principles
- Triage- early intervention/first aid for discomfort/injuries
  - Work and non work-related cases

STIP= Soft Tissue Injury Prevention Program- already in place 2014
ATI Services-Licensed Athletic Trainers

- Soft Tissue Injury Prevention Education
- Injury Prevention/Early Intervention
- Job Coaching
- Job Specific Stretching Programs
- Wellness Topic Education
- First Aid for Soft Tissue Injury/Discomfort
Soft Tissue Wellbeing Continuum

Lifestyle
  fitness
  nutrition
  sleep
  stress
  body mechanics

Prevention*
  STIP principles
  stretch & flex: 1727
  task coaching: 1750
  wellness education: 126

Early intervention
  Non-work related (NWR)*
  696 (88%) cases resolved by trainers

Early intervention
  Possibly Work-related (PWR)*
  247** (76%) cases resolved by trainers

Incident
  recordable injury
  restriction
  job transfer
  lost time
  workers’ comp $$

*touchpoints and cases FY18  ** some carry-over to FY19
New England - History

Service began:
• February, 2014 - Brockton area (Electric only)*
• January 2016 - Malden and Rhode Island areas (Gas, Electric, CMS)
• April 2017 - North Andover and Worcester areas (all service depts.)
• April 2018 - Western MA, Cape Cod

Currently have 7 trainers in New England

Primary departments serviced:
• Gas, Electric, Customer Meter Services,
• Warehouse
• Fleet

* Not with ATI
Current trainer service areas

Massachusetts & Rhode Island
- Approximately 3800 employees
- 7 trainers
- 542 ee’s: trainer

Long Island and New York City
- Approximately 2300 employees
- 5 trainers (1 dedicated to Power Plants)
- 518 ee’s: trainer

Upstate New York
- Approximately 2500 employees
- 7 trainers
- 362 ee’s: trainer
- Long distances between worksites
Injury severity trends

- IMS data: STI incident reports for M&C Gas, M&C Electric, CMS, Fleet, Warehouse and TLS at sites with Athletic Trainers
- RJT= restriction/job transfer, LTI= lost time incident, ORI= other recordable incident, FAO= first aid only, RPO= report purpose only

Greater portion of incidences are “first aid only” cases

FY19 as of 7/31/18
## Potential Savings Sample

- Medical cost estimator*
  - Office visit, MRI, X-ray, physical therapy, injections

<table>
<thead>
<tr>
<th>Injury</th>
<th>Cost</th>
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<tbody>
<tr>
<td>Back</td>
<td>$3249</td>
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<td>Neck/Upper Back</td>
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<td>Foot/Ankle</td>
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<td>Wrist</td>
<td>$2546</td>
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*ATI- direct medical workers’ comp (average for NY/MA/RI)
Cost- Benefit

- Annual program investment FY18: $1,277,226
- Total resolved cases FY18: 943
  - Non-work related: 696
  - Possibly work-related: 247

- Each case resolved with first aid = cost avoidance
  - If 50% of all resolved cases had become an average claim: $2,781,850
  - Avoid 217 average expense cases/year = $1,280,300 medical only

Average National Grid annual workers’ comp (direct medical) expense*

$5,900

* FY14- FY17
Workers’ Comp Claims Trend

Claims:
• Overall decrease in # of claims:
  • Trainer sites: 48% decrease
  • Non-trainer sites: 29% decrease

Expense:
• Overall decrease in WC medical expenses:
  • Trainer sites: 80% decrease
  • Non-trainer sites: 54% decrease
Reporting

- Supervisor communication regarding work-related cases
- Monthly reports to management: (per site, overall dashboard)
  - Early intervention activity
  - Body part and injury type prevalence
  - Job coaching activity and opportunities
  - Preventive education sessions
- Annual reports to management
  - Preventive services summary
  - ORI and First Aid Data analysis – by National Grid
Keys to Success

- Union trust and acceptance
- Pro-active education/coaching – to reduce need for early intervention treatment
- Targeted education/conditioning for high prevalence risk areas
- IMS report purpose only/first aid = early intervention treatment by trainer
  - Supervisor engagement/awareness
  - Health Services engagement/awareness
- Crew awareness and access to trainers
Program Modifications

- Enhanced stretch & flex engagement
- Better communication with supervisors on progress/status
- Focus on overexertion injuries
  - Risk mitigation with awareness, conditioning and body mechanics coaching
- Pro-active interventions
  - More job site visits
  - Group education - equipment and body mechanics
- Implementation of Mobile App - coming soon
Discussion