WOKPLACE SAFETY PART 6

This is the last session. So invest in yourself and your staff.

00:12

This from the CDC. Among the leading physical and mental conditions in terms of direct medical costs and lost productivity to US employers are several chronic diseases such as heart disease, depression, muscular skeletal disorders, back pain. With workers in America today spending more than 1/3 of their day on the job, employers are actually in a unique position to promote the health and safety of their employees. The use of effective workplace health programs and policies can reduce health risk and improve the quality of life for 138 million workers in the United States.

Musculoskeletal disorders are associated with high cost to employers such as absenteeism, lost productivity, and increased health care, disability and workman's compensation costs. MSD cases are more than are more severe than the average non fatal injury or illness. These are some of the older figures, but this is what is on the CDC website. 2001 MSDS involved a median of eight days away from work compared to six days for all non fatal injury and illness cases, such as hearing loss, occupational skin disease, such as dermatitis, eczema, or rash. All of these may be caused in the grooming environment as well.

Three age groups 25 to 34, 34 to 44, and 44 to 54 accounted for 79% of all cases, More males than female workers were affected as were more white, Hispanic workers. Musculoskeletal disorders account for nearly 70 million physician office visits in the US annually and an estimated 130 million total healthcare encounters including outpatient hospital and emergency room visits.

In 1999, nearly 1 million people took time away from work to treat and recover from work related musculoskeletal pain or impairment of function in the lower back or upper extremities. Institute In Medicine estimates the economic burden of MSDS as measured by compensation costs, lost wages and lost productivity are between 45 and 54 billion annually.

According to Liberty Mutual, the largest workman's compensation insurance provider in the United States overexertion injuries, lifting, pushing, pulling, holding, carrying or throwing an object cost employers $13.4 billion every year.

**What can we invest to make our jobs healthier**?

Let's start with inversion tables. A good one is about $300 that can fit in a break room. Now this from the Mayo Clinic. Inversion therapy doesn't provide lasting relief from back pain and it's not safe for everyone. inversion therapy involves hanging upside down, and the head down position could be risky for anyone with high blood pressure, heart disease or glaucoma. In theory. inversion therapy takes gravitational pressure off the nerve roots and discs in your spine, and increases the space between your vertebrae. inversion therapy is one example of the many ways in which stretching the spine, also known as spinal traction has been used in attempt to relieve back pain.

Well designed studies evaluating spinal traction have found that the techniques ineffective for long term relief. However, some people find traction temporary helpful as part of a more comprehensive treatment plan for lower back pain caused by spinal disc compression. Your heartbeat slows and your blood pressure increases when you remain inverted for more than a couple of minutes. And the pressure within your eyeballs drops dramatically. For these reasons you should not use inversion therapy if you have high blood pressure, heart disease or glaucoma.

* Now on the flip side, the benefits have been noted as well. The benefits include:
* Rehydrate discs
* Reduce nerve pressure
* Helps to realign the spine
* Relax tense muscles. The benefits extend though, beyond just spinal health and pain relief, though.
* Ease stress,
* Improve joint health
* Increased flexibility
* Improve fitness and build core strength.

Now, my conclusion is that an inversion table is going to be a decision based on overall health of yourself or your employees. And honestly, a medical professional here should make the ultimate decision.

A gym membership, and yes, they are available online and can be streamed into a break room. Body Groove is a little over $100 for the year and that's fun, right? Employees who go to the gym will get regular exercise which could help them in a variety of way a variety of ways, including:

* It helps people fight off infection, disease and chronic illnesses. There is an obviously link between physical exercise and physical health. People who exercise can have reduced risk of heart disease and a variety of cancers.
* Exercise can help with mental health employees who exercise may be happier, less likely to suffer from depression and more satisfied with their lives in general.

Gym memberships also benefit employers. While membership benefits are kind of obvious to employees, this wellness can be just as beneficial to companies, although in a less obvious way. For example, people who feel physically who feel better physically are more productive. And when your workers are more physically healthy there, they are more likely to focus on their job and be productive in the workplace, they are less likely to call out sick. Since employees call out sick can cost your company money. Anything that can prevent employee illness from happening is likely to benefit the company. Employers who focus on wellness may experience less staff turnover. Employers who invest in their companies and show their employees that they care, they experience less turnover and higher rates of employee satisfaction. Hiring is very costly as is losing experienced employees. So it's only natural that a company should want to retain employees for as long as possible. boosting your wellness program with gym memberships can help with that goal.

**Then there's chair massage**. Many benefits of the chair massage is similar to the benefits of getting a full body massage at a spa but in the workplace. Benefits include reducing stress and anxiety, relieves muscle tension and pain improves quality of sleep may relieve headaches can lower blood pressure minimizes repetitive strain injuries, increases immune function and treats MSD disorders. It can be a rather inexpensive way to do something really nice for your employees

**Paid time off.** Number One reason that they are not coming into work, and infecting everyone around them resulting in more sick employees. Alright, this is particularly important during COVID. But be aware of your responsibilities in your state. Now there's the damaging effects of not taking a vacation. The Mayo Clinic defines job burnout as a special type of work related stress, a state of physical or emotional exhaustion that also involves a sense of reduced accomplishment and loss of personal identity. There are studies that link workplace injuries to burnout, they are more likely to cause injury to be injured or cause an injury.

Derek Thompson of the Atlantic summed that are very fairly well with a new term for Americans and selfless devotion to work workism. As modern societies participate less in religious and other social organizations, more of us are turning to the workplace as a source for meaning and purpose in our lives. It is not healthy for the person or the business. At the organizational level, burnout is a productivity destroyer. While it might seem obvious that burnout would cause an employee to become disengaged from their work. Research shows that the link between burnout and engagement is so close to the two concepts are virtually indistinguishable from each other. And when engagement declines, so does the bottom line. So not only is this person prone to injury, they are reducing income coming into the business. But it's not just a loss of engagement. The long term impact of burnout can be devastating to employees entire lives with such symptoms such as fatigue, insomnia, sadness, anger or irritability, alcohol or substance misuse heart disease, alcohol substance misuse, high blood pressure, type two diabetes and vulnerability to other illnesses.

Now, the benefits of vacation, right? the Mayo Clinic goes on to list employees who are at risk for job burnout and the list includes many descriptors for workism:

* An employee who has a high workload including overtime work,
* An employee who tries to be everything to everyone tell you if any of this sounds familiar
* An employee feels they have little or no control over their work
* An employee's job is monotonous
* An employee who identify so strongly with work that they like balance between work life and personal life.

If workout ism leads to burnout, burnout leads to health problems, disengagement and poor performance. How do you create a culture that discourages workers and employees? One Surefire method is to encourage employees to take vacation. Employees whose take time off from work report feeling less stress and anxiety and fewer instances of depression. And those aren't just the only positive effects either. Regular vacations are linked to lower risk for heart disease and the experience of vacation is shown to have a lasting impact on general well being and perception of a life a well lived. Numerous studies show that happier, healthier employees are more productive, which is a great reason for any organization to promote vacation, they are also less likely to seek another job, and they cost less to employ thanks to higher attendance and fewer health insurance claims. What's more, when employees take time away, they actually report the difficult tasks easier when they return.

I’ll tell you the check with your accountant. Any investments you make for your employees may be tax deductible, and there will be rules regarding this deduction that will have to be met.

**Then there's continuing education**, There are actually studies that show that for every dollar that you invest in your employees, you are netted six times in return. Son watch those online workshops and go to those tradeshows.

**Eemergency and disaster planning,** When I was in Connecticut, there was a bank in a strip mall that resembled 1000s of strip malls around the country. But at least once a year, a car would drive into the lobby until they installed a barrier in front of it. So not only did it impact that banks business, but it compromised the structural integrity of every other business in that strip mall. Emergencies and disasters can strike anywhere and anytime, bringing workplace injuries and illnesses with them. Employers and employees and workers may be required to deal with an emergency when it is at least expected and proper planning before an emergency is necessary to respond effectively. The best way to protect workers is to expect the unexpected and to carefully develop an emergency action plan to guide everyone in the workplace when immediate action is necessary. Planning in advance helps ensure that everyone knows what to do when an emergency occurs.

What is a workplace emergency? Workplace emergency is a situation that threatens workers, customers, or the public, disrupts or shuts down operations or causes physical or environmental damage. Emergencies may be natural or manmade may include hurricanes, tornadoes, earthquakes, floods, wildfires, winter weather, chemical spills or releases disease outbreaks aka COVID pandemics, release of biological agents, explosions involving nuclear or radiological sources and many other hazards.

Many types of emergencies can be anticipated in the planning process can help employers and workers plan for other unpredictable situations. If you have employees, OSHA will run require you to have a written plan in place and expect you to make sure that your employees are trained for it. You will need two separate plans: one if you need to evacuate. And the other is if you must shelter in place,

Elements of your evacuation should include:

* Chain of command. If you're a one person shop. This is easy You are it? If not, you will need to assign roles and responsibilities of your employees.
* Do you know where you're going- out of town or to a designated shelter? Your local emergency management office will issue recommendations from TV and radio. If you are going to a shelter you will need to know where the pet one is located and what information they will want from you regarding each pet. As you will be in charge of other people's pets. You may need to have copies of rabies or licensing along with a waiver of any chronic medical conditions that may require medication giving you responsibility of their pet in their file or in your iPad or in a Dropbox someplace you can access it. If you are leaving town keep pre plan for directional routes to follow. It is no use to go south if the order to evacuate is to go north. Along with the phone numbers of pet friendly hotels along the route they will pick up fast a call before you leave.
* Larger shops will be clearly marked exit signs. Your local fire department can tell you if you need them or not. Clients or employees with disability needs will have to be addressed. All pet information should include several means of contact including email and cell phone. If you are taking their pets elsewhere, the owner needs to know where you are placing note on the inside of your door before you leave indicating where you are in case the owner tries your shop first.
* Are you prepared to evacuate all the pets in your care? Do you have enough covered crates this will be very stressful for the pets. The better prepared you are, the less stress you will convey to the pet. Secured crates are better than collars and leashes, leashes because they can slip out of those. You will have better control over this pet. emergency situations can impact the pets in our care as well. Pets under duress are at risk for stress related injuries including bites, fighting, seizures, heart attacks, diabetic pets can go into either hypoglycemia or ketoacidosis. The better prepared we are it means we can address the event in a calm manner. And the more relaxed we are, the result will be a less stressed pet.
* Set up a buddy system. That's where you make an arrangement with your friends to evacuate each other's pets in the event you cannot get home to do it.
* Turn off the utilities before you leave. If you don't know how your local fire department will show you but do it before the emergency as they're going to be a bit busy during an emergency and do not turn them back on until the utility company has given the okay.

Elements of a shelter in place. Decide where your shelter in place will be. Underground basements are always best if not most interior room with as few windows and doors as possible. Be aware you may have human customers in your place of business. Prepare for employees and pets do become boarding clients, food and water for a couple of days and sanitation supplies. If you are near interstates or nuclear actors, you may be asked to seal the room and you will need those supplies on hand.

Shelter in place kit would be include:

* Flashlight with extra batteries. These batteries should be stored outside of the flashlight because they will corrode if they are they are kept in the in the flashlight
* Corded phone
* Portable radio a first aid kit
* Can and packaged food a three day supply
* Manual can opener
* Bottled water one gallon per person or pet per day
* Tools to turn off the utilities
* Face or dust masks
* Garbage bags and a five gallon container p
* Plastic sheeting and duct tape if you're again near your hospitals or nuclear facilities
* Bleach 10 parts to one part for disinfecting and 16 drops to one gallon of water to purify
* Fully charged fire extinguisher.

You can keep these items in a wheeled garbage can and remember to rotate items.

During emergency is not the time to figure out if you were prepared or not.

A couple of waivers and these waivers are in the workbook as well. In the event of inclement weather or natural disaster, the name of your business is entrusted to use best judgment in caring for my pet name your business will not be held liable for consequences related to such decisions. I also authorize the name of the business to assume guardianship over the Following pets in my household until which time I can safely take possession of my pets. As I was a mobile groomer that was included.

This is something that needs to be practiced on a regular basis. The reason that first responders schedule regular training exercises is so that they are physically and mentally ready to handle emergency situations. Even if you are a business of one, it is important to hold monthly business meeting. I'm going to include a sample training exercise in the workbook that should be included at least twice a year.

Stretching. Pre shift stretching reduces the risk of muscular skeletal injuries by reducing fatigue, improving muscular balance and posture and improving muscle coordination. So I have three videos here. You got to play them:

Last video

Lara Latshaw and I've been grooming for 20 years, more than 20 years, and I've had four back surgeries. So I found something called foundation training. That helped me tremendously with my back and you can look them up. They have a streaming service, but it's under foundation training. Anyway, about a decade ago, I went and became a certified instructor a foundation training to try to help other groomers. So I'm going to show you a quick exercise real quick. To help you stretch your back. I want you to take a full deep breath, using your fingers to feel your ribcage expand this way of length

as you take a deep breath stand firmly and then hinge your hips backwards while you raise your

goal is to get your hands as far away as possible. Get your sphere your fingers together, tension and stretch and this strengthens these little bitty muscles and stretches them in your spine. Okay?

Okay, we're in the homestretch,

**OSHA**. So what's the big deal with OSHA? Well, they find you if you have employees, if you are in violation of serious safety concerns, they decide what is considered serious. Violations begin at $13,494 per violation, right. If they come in at a spot inspection, they will give you a certain amount of time to fix. If not, they'll fine you again. Alright, OSHA's mission is to ensure that employees work in a safe and healthy healthful environment by setting and enforcing standards, and by providing training, outreach, education and assistance.

Employers must comply with all applicable coal, OSHA standards. Their website is loaded with useful information. And if you're not sure you are in compliance, you can request an inspection. If you request the inspection and they find problems, you'll be given a list and the timeframe in which to correct it, then you will be re inspected. Right. And most of the information in this workshop comes directly from OSHA.

And last thing is a business manual. It's also called an operations manual. The operations manual is the documentation by which an organization provides guidance for members and employees to perform their functions correctly and reasonably efficiently. So what should be in that manual in regard to this workshop was SDS sheets, a first aid kit contents and locations of all kits, various injury checklists, your emergency and disaster plans, procedures on how to do each task safely, and how to report injuries.

Just one reminder, there is a test that if you want the certificate for this program, you must take and pass the test. So thank you for watching.