



**Naval Air Engineering Station**  
**Lakehurst, NJ**

***Public***  
***Safety***  
***Department***

**Federal Worker 2000**  
**A Presidential Initiative**

**Working Together For Safety & Healthier Federal Workplaces**

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# FEDERAL WORKER 2000

Why the need for a Presidential Initiative?

*160,000 Reported Injuries & Illnesses* in  
Federal Workplaces each year.

Annual Payment of nearly 2 Billion Dollars  
in Workers' Compensation Costs.

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# FEDERAL WORKER 2000

## How do we meet this challenge?

A charge from the President to Cabinet Officers and Agency Managers to *get involved*;

Raising Agency awareness of the human and financial costs of the high incidence of Workplace Injury and Illness;

The establishment of measurable goals to improve or reduce 4 major S&H related indicators.

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# FEDERAL WORKER 2000

## Defining Success w/Measurable Indicators

- **Reduce** the total case rate (TCR) of Injury/Illness Cases per 100 employees at agencies w/rates above 2.0;
- **Decrease** the Average Reporting Time by Federal agencies for new injuries and illnesses incurred at work;
- **Reduce** the rate of Lost Time Cases (LTCR) per 100 employees at agency locations w/rate at or above 2 times the FY-96 Federal average; and
- **Reduce** the rate of Lost Production Days (LPDR) per 100 employees due to injury/illness incurred at work.

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## GOAL 1

Reduce the overall occurrence of injuries by 3% per year, while improving agencies' timeliness in reporting injuries and illnesses to the Department of Labor by 5% each year.

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## A Government-wide Goal:

- **FY-97 will be the “Base Year”;**
- Government-wide average for total number of cases reported for FY-97 (TCR) = 5.63 injuries/100 employees (4.14 without USPS);
- All agencies with TCR above 2.00 to reduce their rate 3% for 5 years. Those below 2.00 to maintain their rate;

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## GOAL 2

**Reduce** the lost time case rate (LTCR) for those work sites with the highest rates by 10% per year for 5 years.

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## A goal for Agencies with the highest LTCR's:

- In FY-96 Federal Agencies experienced an average of 2.67 cases per 100 employees with lost time;
- Agency work sites with LTCR's two times the FY-96 average or more have the greatest potential for improvement and will be asked to work toward a 10% reduction per year.

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# **FEDERAL WORKER 2000**

**10% Site Reduction**

**DEPARTMENT OF DEFENSE IS LISTED #1  
with 26 SITES**



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## GOAL 3

- Reduce the rate of Lost Production Days -- that is, the number of days employees spend away from work -- by 2% per year

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## Keeping Federal Workers on the Job:

- The reduction of lost production days is a balanced goal that can be accomplished by reducing injuries, lessening their severity or effecting an earlier return to work -- all of which reduce the average length of disability;
- This is a goal that can be embraced by management and employee representatives.

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- Base line not yet established
- 2 components -- occupational illnesses and traumatic injuries
- Agency pays up to the first 45 days on traumatic injuries (continuation of pay - COP)
- New tracking system effective July 1, 99

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- **OSHA and OWCP's ROLES:**
- To provide technical/compliance assistance, and training to agencies upon request;
- Provide special training on Safety and Health topics for local Federal Safety & Health Councils;
- Encourage active participation and cooperation of Federal employee unions and their local representatives;

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## • **FEDERAL WORKER 2000**

- **OSHA and OWCP's ROLES:**
- In cooperation with Federal Executive Boards/Councils, conduct Federal Worker 2000 Seminars for Federal Agencies;
- **Annually, conduct random inspections of 20% of the work sites with the highest LTCR;**
- To track and measure Agency progress and provide feedback annually;

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## OSHA and OWCP's ROLES:

- To provide the White House with an annual status report;
- Prepare for a Presidential Awards Ceremony at the end of the initiative.

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# FEDERAL WORKER 2000

## The Department of the Navy Ranks #1 on the Ten Highest Agency Compensation Chargebacks

Medical Costs = 45,958,853

Comp Costs = 178,700,424

Fatality Costs = 19,278,677

total = **243,937,988**

**NAES Lakehurst Medical Costs = 212,327**

**Comp Costs = 1,318.498**

**Total Chargeback= 1,530,826**

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- Every year approximately \$250 million in new medical and compensation costs are incurred with respect to that year's injuries and illnesses.
- During the five years of this initiative, potential Agency chargebacks will provide a base of \$1.25 billion from which savings can be achieved.

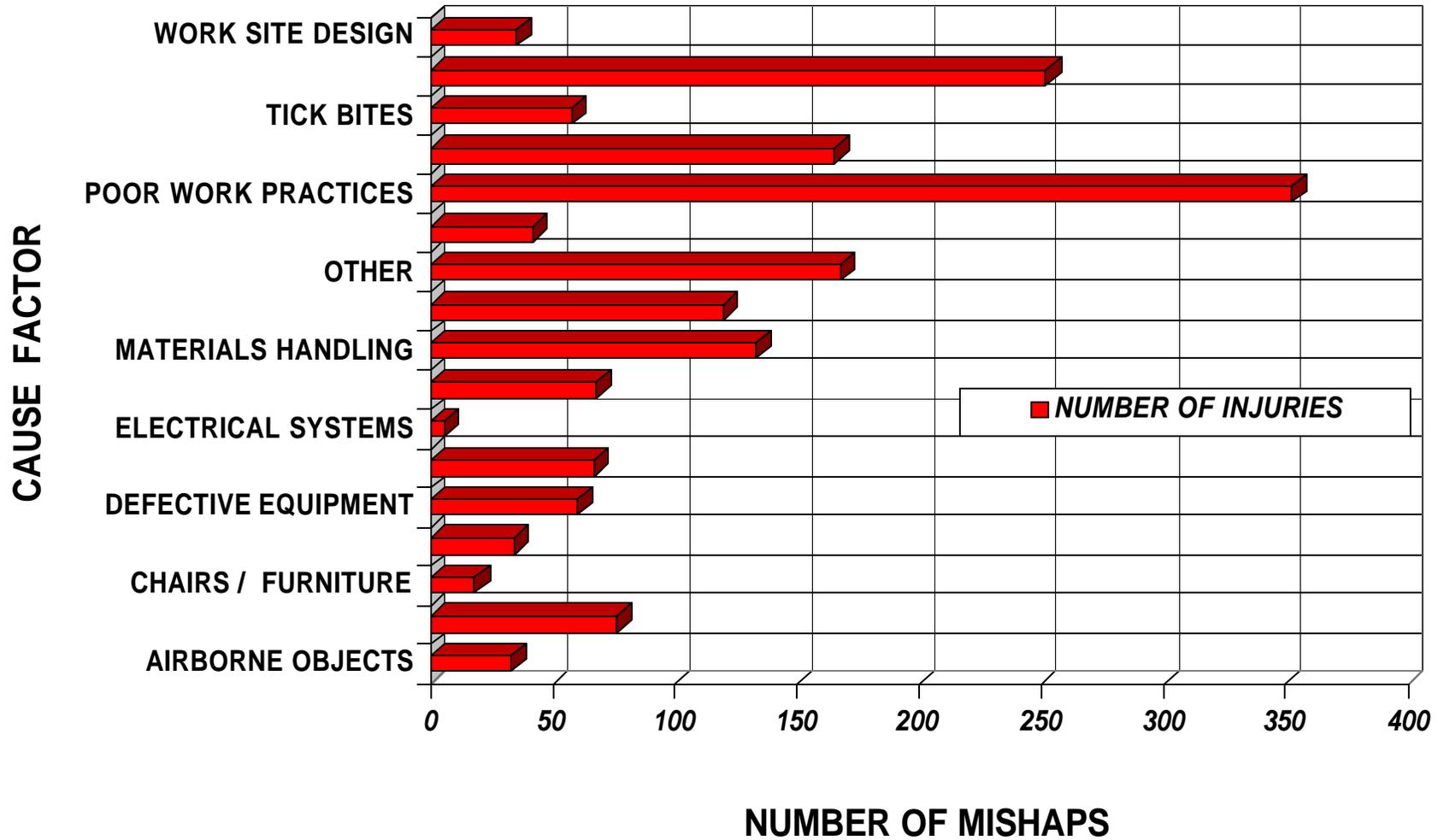
# NAES Lakehurst 5 yr Chargeback Cost

FECA CHARGEBACK - NAES LAKEHURST - FIVE YEAR HISTORY								
		MEDICAL	COMP	DEATH	SCH AWD	TOTAL	% Change vs Prior Yr	
		A	B	C	D	E	F	
<b>CBY '99</b>		<b>\$212.3K</b>	<b>\$1,318.5K</b>	\$279K	\$84.9K **	<b>\$1,530.8K</b>	(-) 5.0%	
7-1-98 / 6-30-99		2,354*						
<b>CBY '98</b>		<b>\$256.8K</b>	<b>\$1,353.1K</b>	\$294K	\$12.5K	<b>\$1,609.8K</b>	3%	
7-1-97 / 6-30-98		2,448*						
<b>CBY '97</b>		<b>\$328.6K</b>	<b>\$1,231.7K</b>	\$243K	\$41.9K	<b>\$1,560.2K</b>	2%	
7-1-96 / 6-30-97		3,502*						
<b>CBY '96</b>		<b>\$311.2K</b>	<b>\$1,217.8K</b>	\$264K	\$32.9K	<b>\$1,529.0K</b>	19%	
7-1-95 / 6-30-96		3,808*						
<b>CBY '95</b>	<b>Base Year</b>	<b>\$226.9K</b>	<b>\$1,018.7K</b>	\$142K	\$35.8K	<b>\$1,244.7K</b>		
7-1-94 / 6-30-95		3,056*						
<b>TOTALS</b>		<b>\$1,336K</b>	<b>\$4,922K</b>	\$1,222K	\$172.2K	<b>\$7,474.50</b>		
		* # Med bills			**CBY'00			
					ALREADY			
					\$124.5K			
		<b>Note: Columns A + B = E</b>						
		<b>Columns C and D are components of B.</b>						

# OUR HISTORY

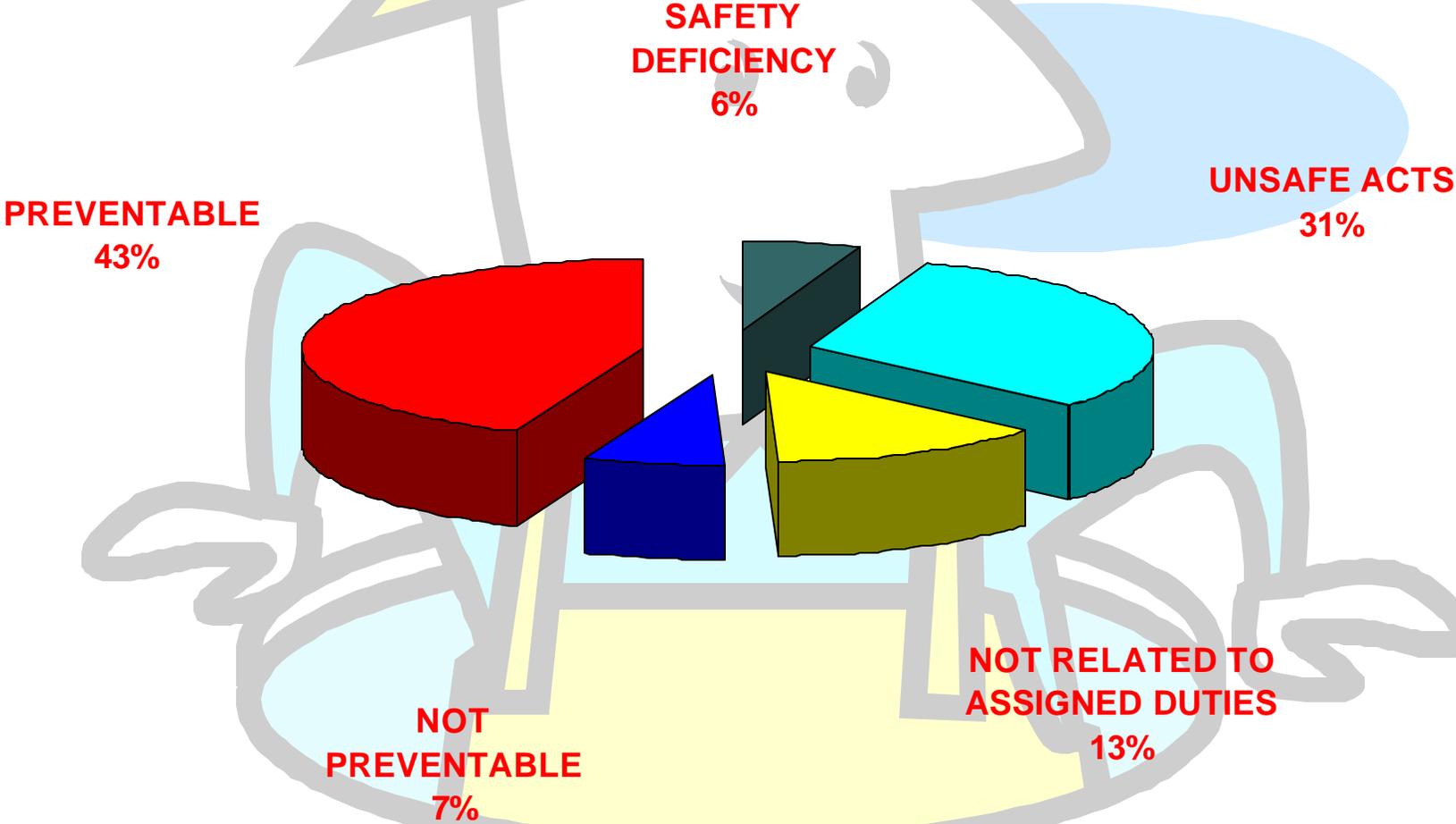
	LOST TIME	FIRST AID	MED NO	POPULATION	TOTAL	LOST TIME	<i>File Only</i>
	CASES		LOST TIME	AVERAGE	CASE RATE	CASE RATE	Cases
FY'94	74	62	30	2004	8.28	3.69	51
FY'95	83	48	26	1947	4.26	8.06	37
FY'96	77	39	26	1920	7.4	4.01	30
	<b>Baseline</b>	<b>Year is</b>	<b>FY'97</b>				
FY'97	64	31	16	1866	5.94	3.43	34
FY'98	68	53	19	1813	7.72	3.75	23
FY'99	50	12*	22	1778	4.72	2.81	49*
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# MISHAP CAUSAL FACTORS FROM 89 TO 98



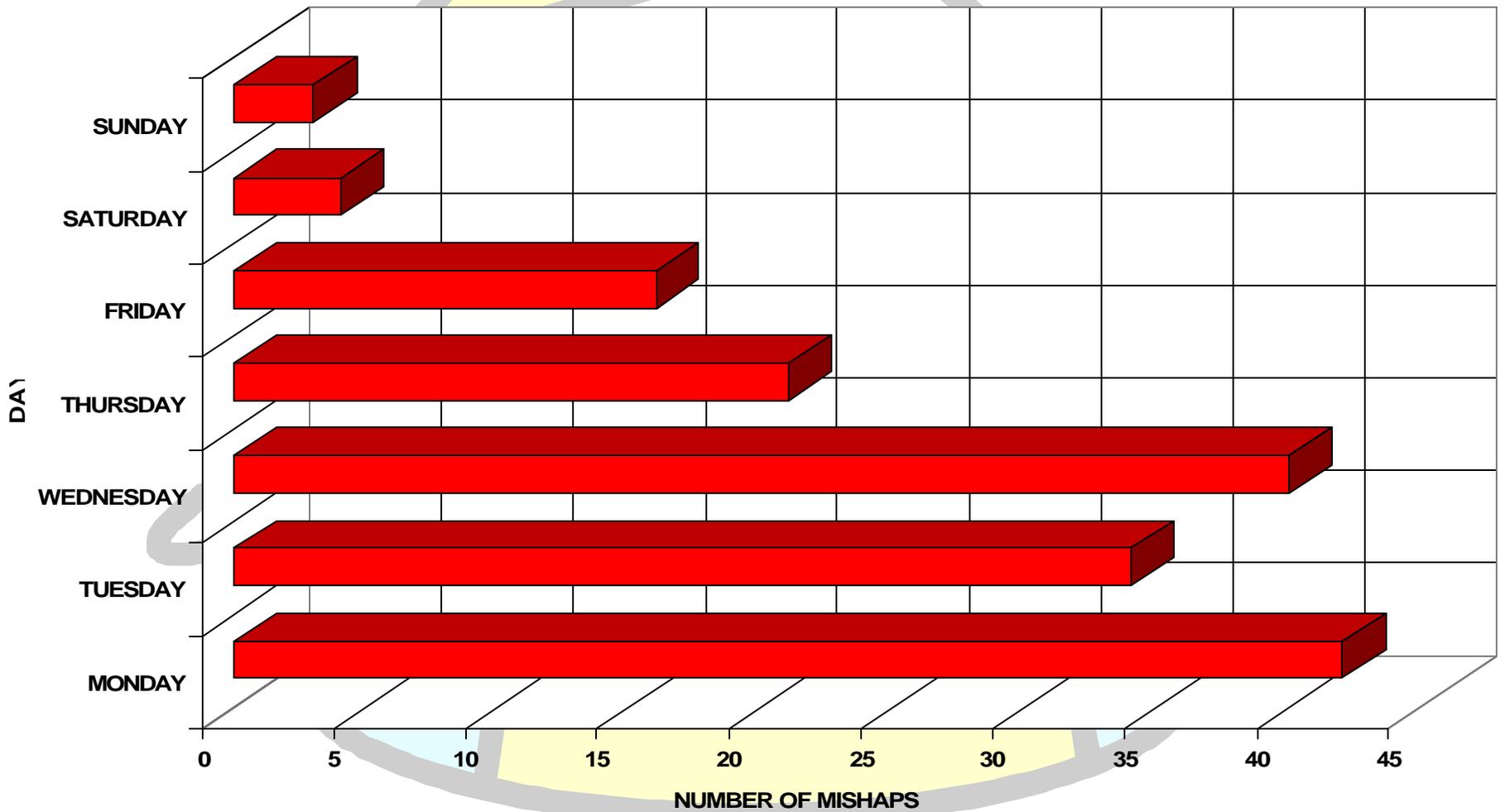
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# FY-98 MISHAPS CLASSIFICATION ROOT CAUSE CHART

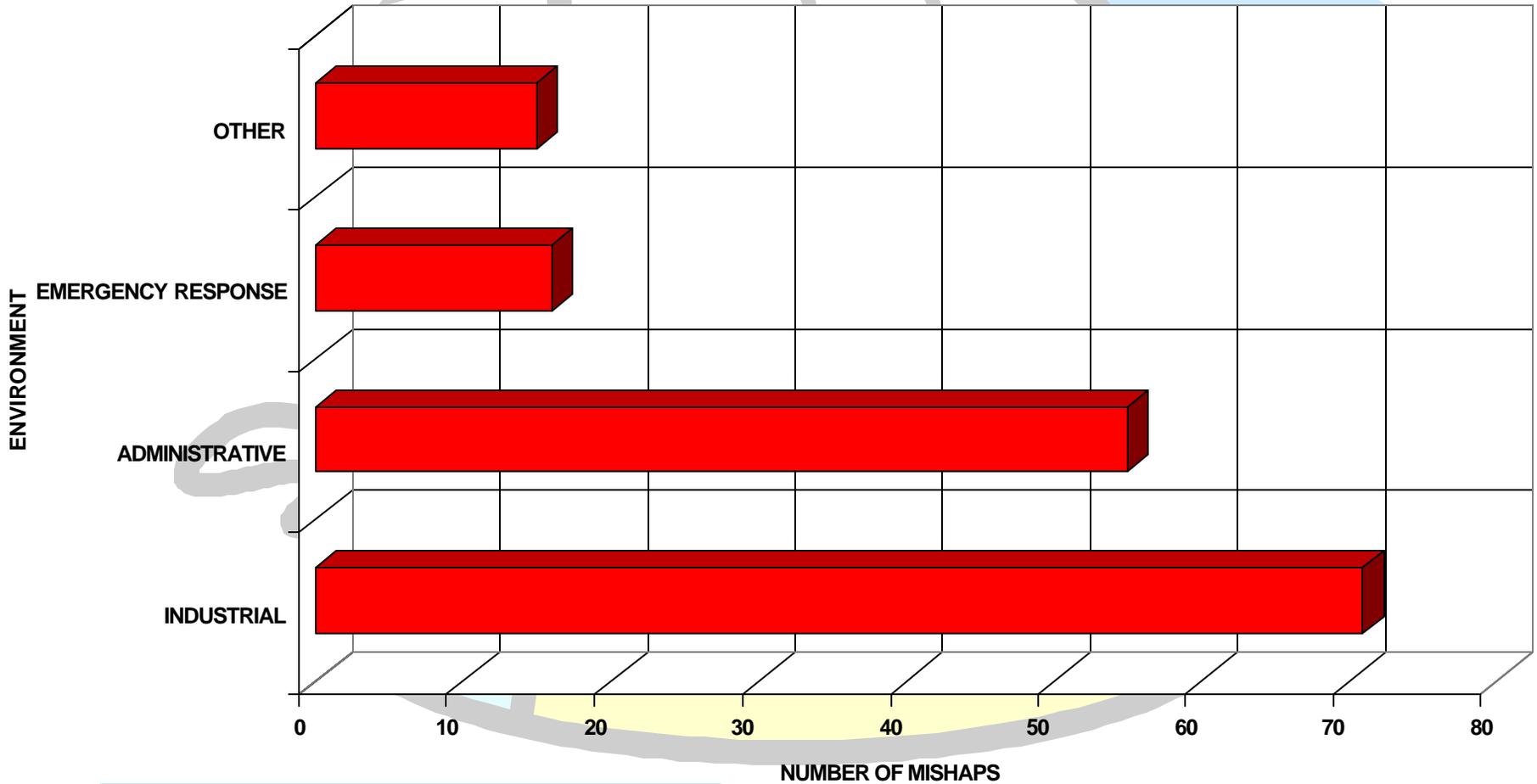


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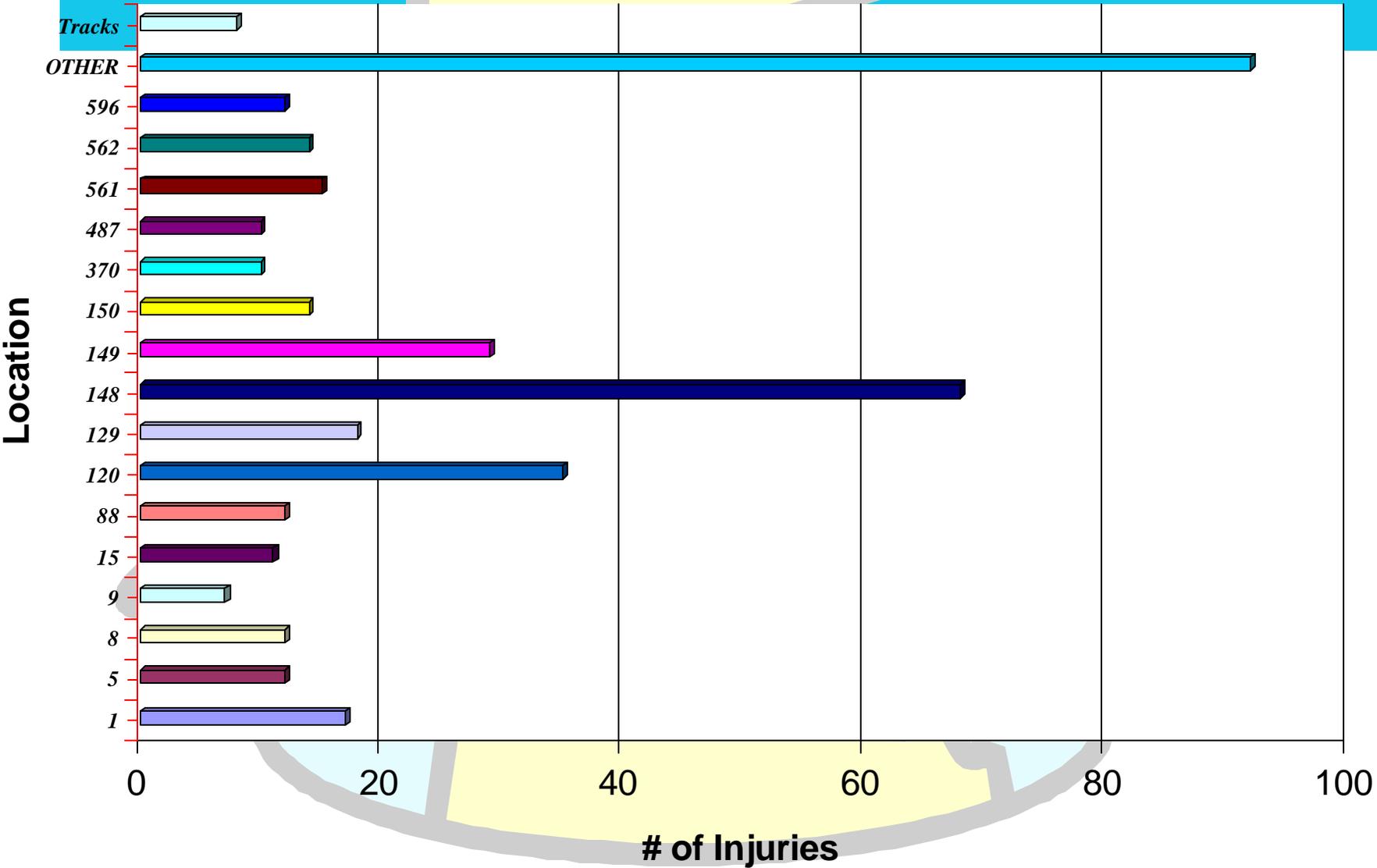
# FY-98 DAY OF MISHAP



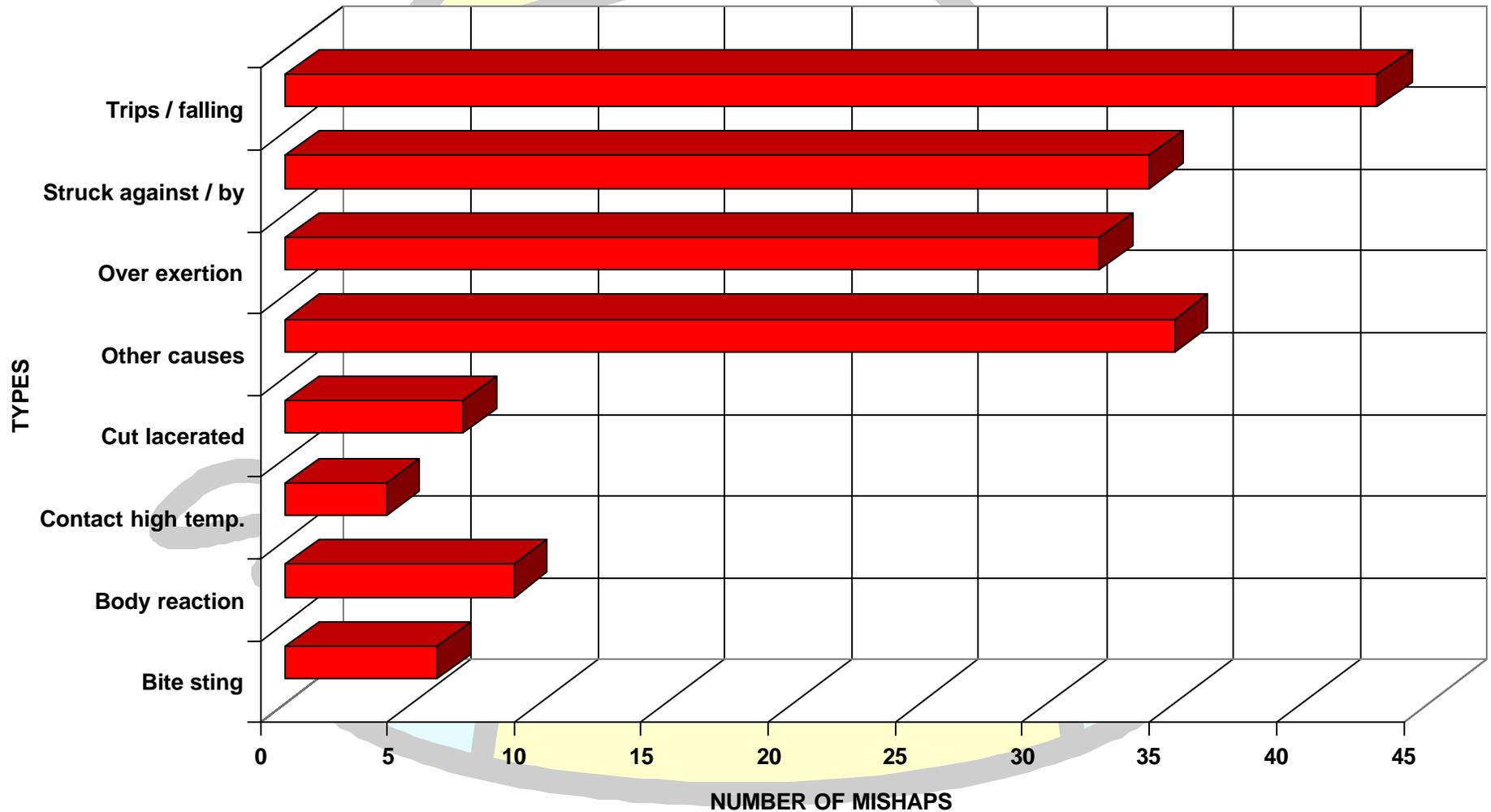
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**FY-98 Environment Where Mishap Occurred**



# Location where Injury occurred (FY 95 - FY 99)



# FY-98 MISHAP TYPE



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# Plan of Action

- Train NAES Lakehurst medical personnel on FECA program.
- Train our emergency medical technicians on FECA program
- Encourage the use of in-house medical services vice private physician.
- Encourage quick return to work and light duty programs to reduce chargeback to NAES