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MEMORANDUM

TO: Co-Chairs Joint Commission on Government Operations and
State Wide/Capital General Government Sub Committee

FROM: Carl Goodwin
HR Managing Partner, Operations

DATE: February 14, 2006

SUBJECT: State Employees Workplace Requirements Program for Safety and Health
Supplemental Information

The supplemental information provided is in response to the Joint Commission on Government Operations and State Wide / Capital General Government Sub Committee December 6, 2005 request to look at other state programs and develop a list of recommendations related to promoting safety and health in North Carolina state government.

Best Practices of safety and health programs in state government for Georgia, Commonwealth of Virginia, South Carolina and Tennessee were researched and are summarized below.

A. Accountability

- Implement fiscal incentives for exhibiting /promoting safe operations
- Placing safety objectives in performance expectations and goals
- Providing annual reports of all state government Risk Management expense

B. Workers Compensation Cost Containment

- Implementing return to work program for employees with injury/illness
(Mandated in Virginia, voluntary in each of the other states researched)
- Providing cost comparisons by unit within agency

C. Safety Training

- Fund Safety Training Programs partially with % of savings in Workers Compensation cost reductions (Virginia)
- Conduct regional safety training sessions provided to employees and management periodically each year
- Provide web based training and tracking software (Virginia)
- Seek grants as a resource for funding safety and health initiatives (Virginia)

In addition to best practices from other states listed below are best practices that are currently in place for North Carolina state government. Some of these best practices overlap topics that we found in the review of other state practices.

- NC promotes placing safety objectives in performance expectations. Some agencies include safety objectives in performance expectations for some employees.
- An annual Workplace Requirements Program for Safety and Health Report completed is provided to the General Assembly. The report includes an annual summary of Workers' Compensation data cost and injury/illness rates etc. and breakdown of injury cost. Also included are annual agency Safety and Health program assessments conducted and recommendations for improvements.
- NC has voluntary return to work programs in some agencies.
- NC provide an Annual Safety and Health Workshop, NC Department of Labor and NC Industrial Commission provide regional and on site Occupational Safety and Health and Construction training for employee's and management.
- Employee web based required safety training for all employees proposed in Business Improvement Process.

The review of best practices by other states identified some topics that we will research to determine if North Carolina should implement or expand other areas of best practices that have been implemented by other state programs. This can promote and affect improvements in workers compensation state government program and the safety and health programs that will reduce occupational injury claims and improve employee productivity.

c: Thom Wright
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