

QBE Ergonomics - Pre-Meeting Broadcasting

Welcome **Impairment** meeting will begin shortly
Movement examples to combat fatigue

QBE **Micro-Movements**

*Grasp hands behind back, lift backwards, until you feel a stretch across the front of your shoulders, hold for count of 3

*Press your hands into the small of your back, and lean backwards to feel a stretch in your spine

*Reach your right hand over your left shoulder, gently press your right elbow back until you feel a stretch through your right shoulder, hold for count of 3

*Reach your left hand down your back, gently press your elbow back with your right hand until you feel a stretch in your shoulder, hold count of 3, repeat other side

*Lift your straight leg backwards and hold for count of 3, repeat other side

- Try some micro-movements to prevent muscle fatigue and help re-energize
- Movement and stretching should NOT hurt! Never take your movement past your point of pain. Try an alternate type of movement.
- Hold on if you need assistance with balance

QBE *Participation is voluntary
*Movement descriptors are found in SMG Health's "Better Ergonomics for Better Health" video

1

QBE

Impairment

Detection to Response

2

Presenters

Samantha Hibbard
Lead Program Technician

Jennifer Clough, CSP, CIH
AVP Environmental Health Safety

QBE Impairment 3

3

Agenda

01
What is Impairment?

02
Impairment vs Drug Testing Program

03
Impairment Program Elements

04
Prevention & Response Strategies

Let's Begin

© QBE Impairment

4

Viewpoint

Drug-Free Workplace

QBE supports initiatives to create a drug-free workplace for all employees.

QBE's position is that a completely drug-free workplace is the "best practice" for all workplaces.

Drugs and alcohol should not be used while working.

Your company should work with its Human Resources and/or Legal Departments to develop and implement a comprehensive substance abuse prevention policy that is appropriate for your company's workplace(s).

Further information can be found at: <https://www.samhsa.gov/workplace/toolkit/assess-workplace>

© QBE Impairment

5

What is Impairment?

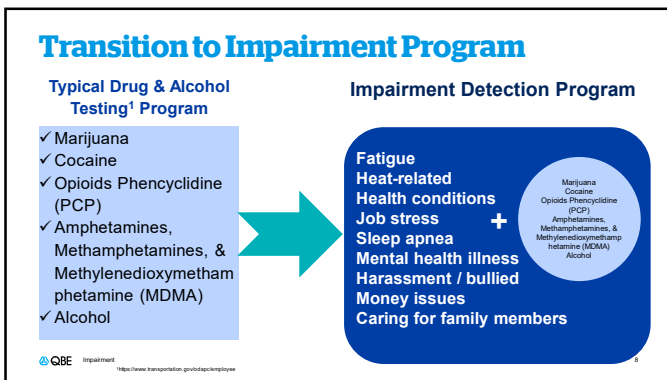
01

© QBE Impairment

6



7



8



9

Why conduct drug testing?

Dept of Transportation¹ Work within the transportation industry CDL drivers	Security-sensitive Industries² Federal drug & alcohol limits still apply	Improved morale & productivity³ Less absenteeism, accidents, downtime, turnover, & theft	Reduced healthcare costs³ Better health status among employees & family members	Insurance incentives³ Some organizations with drug-free workplace programs qualify for incentives, such as decreased costs associated with short/long-term disability & workers' compensation
---	---	---	--	--

QBE Impairment
¹<https://www.transportation.gov/dotdpc/medical-marijuana-notice>
²<https://www.samhsa.gov/workplace/emp/over/resources/safety-security-sensitive>
³<https://www.samhsa.gov/workplace/emp/over/resources/>

10

State Regulated Cannabis Programs, June 2023

Map reproduced with permission from National Conference of State Legislatures: <https://www.ncsl.org/health/state-medical-cannabis-laws>

QBE Impairment

11

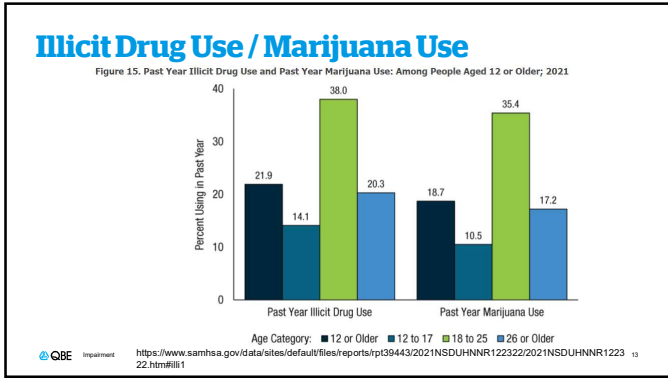
Downsides to drug testing in non-safety sensitive jobs

- Impairment proof¹
- Breaks culture of trust
- Unemployment rates are low
- Expense of testing
- Time away from work & recordkeeping
- Medical marijuana CBD users testing positive

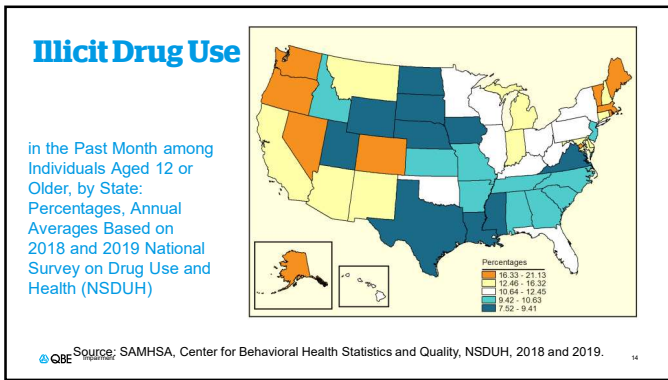
¹<https://www.ctdol.state.ct.us/wgwkstnd/laws-regs/statute31-511-thru-31-51aa.htm>
²<https://www.fda.gov/news-events/public-health-focus/fda-regulation-cannabis-and-cannabis-derived-products-questions-and-answers> (Content current as of 4/02/2019)

QBE Impairment

12



13



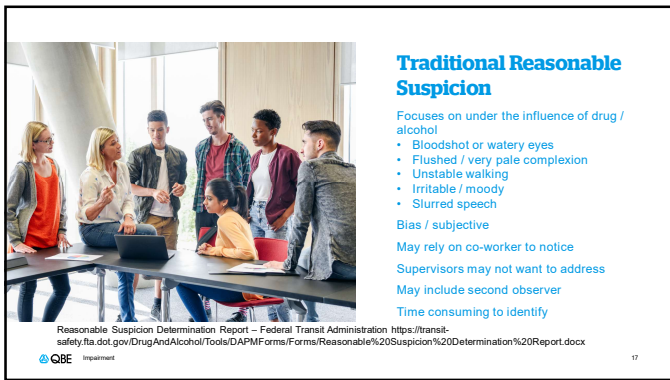
14



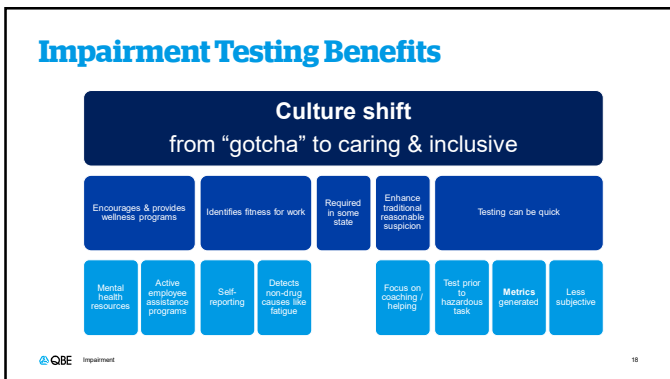
15



16



17



18

Types of Impairment Testing

Bowles-Langley Technology (BLT) impairment test¹

- Computerized shape recognition test
- Measures speed & accuracy vs the user's baseline

The rapid eye test to detect drug abuse²

Roadside observation tests³

- Pupil/eye, finger-nose touch, head back eyes closed, heel-toe walk, balance on one foot, questions
- Questionable validity

University of Iowa test simulator⁴

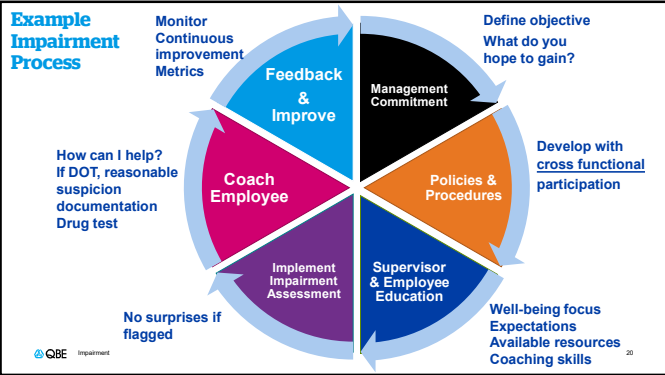
- High – slower, in lane
- Alcohol – faster, not in lane

Fatigue Monitoring and Detection Technology⁵

- Example: Cab cameras

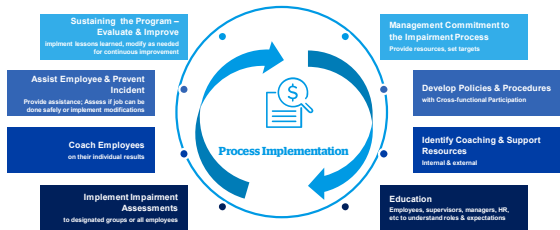
¹<https://www.cdc.gov/niosh/hioshlc-2/20038626.html> abstract
²<https://archives.drugabuse.gov/sites/default/files/monograph00.pdf>
³<https://www.nhtsa.gov/standardized-field-sobriety-test-training-downloads>
⁴<https://www.nads-sc.uiowa.edu/overview.php>
⁵<https://blogs.cdc.gov/niosh-science-blog/2021/01/19/fmdt/>

19



20

Example Impairment Process



21



22

Response Strategies

- Coaching
 - Listening
 - Referral to resources
- Risk assessment³
 - Implement controls

Work and Fatigue – Centers for Disease Control & Prevention (CDC)
 Total Worker Health – CDC / National Institute for Occupational Safety and Health (NIOSH)
 Reducing fatigue-related risk: Working safely while fatigued

QBE Impairment 23

23

Coaching

- ✓ Caring aspect for your employee's well-being
- ✓ Improved employee job satisfaction
- ✓ Improved employee retention
- ✓ Sustainability

Pre-impairment

- Provide & encourage use of resources
- Benefits & EAP Services may include:
 - Counselling
 - Money management
 - Planning for retirement
 - Child & adult care
 - Medical physicals
 - Wellness activities

Post-impairment

- Discuss with your employee about the result
- Talk with them on what might have caused their deviation
- Help to get further assistance
- Prevent unsafe work activity

QBE Impairment 24

24

Fatigue

Fatigue can:

- Slow down reaction times
- Reduce attention or concentration
- Limit short-term memory
- Impair judgment

over 43 percent of workers are sleep-deprived

Risk highest for those working:

- Night shift
- Long or irregular shifts

Fatigued worker productivity losses cost employers \$1200 to \$3100 per employee annually.

QBE Impairment Work-related fatigue: A hazard for workers experiencing disproportionate occupational risks <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3325913/> 25

25

Risk Assessment - Fatigue

✓ What's the job task?
 ✓ What's the level risk^{1,2}?

- Likelihood
- Consequence

Post-impairment

- Discuss with your employee about the result
- Prevent unsafe work activity

Other example of Risk Assessment Matrices

	Likelihood	Potential Consequences				
		LS	LS	LS	LS	LS
Expected to occur regularly under normal circumstances	Almost Certain	Medium	High	Very High	Very High	Very High
Expected to occur at some time	Likely	Medium	High	High	Very High	Very High
May occur at some time	Possible	Low	Medium	High	High	Very High
Not likely to occur in normal circumstances	Unlikely	Low	Low	Medium	Medium	High
Could happen, but probably never will	Rare	Low	Low	Low	Low	Medium

QBE Impairment ¹ <https://puc.sd.gov/commission/lockets/electro/2018/EL-18-053/evidentiary/exhibits/intervenor/sigarrethomani/27.pdf> ² Reducing fatigue-related risk: Working safely while fatigued 26

26

Risk Assessment - Fatigue (continued)

✓ What's the job task?
 ✓ What's the level risk?
 • Likelihood
 • Consequence

✓ Implement controls to mitigate risk²

Risk	Risk mitigation actions
Low	Good to go Do nothing unless indicated otherwise by higher level of control
Moderate	Look after yourself Minor increase in likelihood of fatigue. Notify co-workers and supervisors. Self-management controls usually sufficient. Self-monitoring. Task rotation, self-paced workload
High	Look after each other Moderate increase in likelihood of fatigue. Notify co-workers and supervisors. Pre-existing team and process management controls usually sufficient. Increased supervision or task re-assignment
Extreme	Look Out Significant increase in likelihood of fatigue. Notify two up. Document an incident. DO NOT continue any safety critical task without 1:1 approval based on pre-existing risk assessment. Standard controls unlikely to be sufficient. Typically where risk of continuing to work is associated with risk of stopping i.e. exceptional circumstances

QBE Impairment ² Reducing fatigue-related risk: Working safely while fatigued 27

27

Resources

Substance Use & Mental Health
 Drug-free workplace
 Resources for prevention & rehabilitation
 Coaching skills
 • Suicide and Crisis Lifeline – 988
 • SAMHSA's National Helpline 1-800-662-HELP (4357) Text your zip code to: 435748 (HELP4U)
 • Disaster Distress Helpline 1-800-985-5990
 • Veterans Crisis Line Dial 988 then press 1; Text: 838255
 • Substance Abuse & Mental Health Services Administration (SAMHSA)
 • Drug-Free Workplace Programs
 • Find Treatment
 • Employee Assistance Program (EAP) Toolkit

Fatigue Management
 Centers for Disease Control & Prevention (CDC)
 • Work and Fatigue
 • Total Worker Health
 • Reducing fatigue-related risk: Working safely while fatigued
 • Fatigue management plan
 Texas: Safety@Work
 • Free online safety videos
 • Driving Fatigue Prevention Take 5 for Safety (English / Spanish)
 • Sleep & Fatigue: Shift Worker Safety Training Program (English / Spanish)
 • Stress Reduction Fact Sheet (English / Spanish)
 Pennsylvania Training Health & Safety (PATHS)
 • Fatigue & Worker Safety
 • Sleep vs Fatigue Webinar

Work and Fatigue – Centers for Disease Control & Prevention (CDC)
 Total Worker Health – CDC / National Institute for Occupational Safety and Health (NIOSH)

QBE Impairment 28

28

Optional Resources / Vendors

You may find it easier to utilize a vendor to implement impairment testing

A quick internet search...

- Predictive Safety
 - AlertMeter® Alertness Tracking
 - PRISM™ Fatigue Management
- Imprica
 - ExceleRATE
 - DriveABLE
 - CARE
- SOBEREYE
 - DWI Detection and Standardized Field Sobriety Test (SFSI) Resources – National Highway Traffic Safety Administration
 - Bulwark Safety Systems LLC
 - Fatigue & Impairment Detection

*where allowed by law

QBE Impairment 29

29

Wrap up modify with both Impairment process and traditional drug free workplace with intersections

- Written policy
- Education for employees
- Training for supervisors
- Drug testing
- Employee Assistance Program (EAP)

https://www.samhsa.gov/workplace/toolkit

QBE Impairment 30

30

Transition to Impairment Program

Typical Drug & Alcohol Testing¹ Program

- ✓ Marijuana
- ✓ Cocaine
- ✓ Opioids Phencyclidine (PCP)
- ✓ Amphetamines, Methamphetamines, and Methylenedioxymethamphetamine (MDMA)
- ✓ Alcohol

QBE Impairment <https://www.transitionprogram.com/employees>

Impairment Detection Program

- Fatigue
- Heat-related Health conditions
- Job stress
- Sleep apnea
- Mental health illness
- Harassment / bullied
- Money issues
- Caring for family members

+

Marijuana
 Cocaine
 Opioids Phencyclidine (PCP)
 Amphetamines, Methamphetamines, and Methylenedioxymethamphetamine (MDMA)
 Alcohol

31

Disclaimer

The information in this presentation is provided solely for general risk management education and informational purposes. QBE makes no warranty, representation, or guarantee regarding the information herein or the suitability of these suggestions or information for any purpose. QBE hereby disclaims all liability concerning the information contained herein and the suggestions herein made. Moreover, it cannot be assumed that the content is complete or applicable to all circumstances and that unusual situations or circumstances may not warrant or require further or additional policies and/or procedures. The use of any of the information or suggestions described herein does not amend, modify, or supplement any insurance policy. Consult the actual policy or your agent for details about your coverage. The information in this presentation is not intended nor should it be construed as legal advice. Consult with an attorney licensed within the appropriate jurisdiction for legal advice and guidance.

To the fullest extent permissible pursuant to applicable law, this presentation and any materials in this presentation are provided "as is" and without warranties of any kind either expressed or implied and QBE disclaims all warranties, expressed or implied. QBE does not warrant that the presentation and any materials will be error-free or that defects will be corrected. QBE does not warrant or make any representations regarding the presentation and use of the presentation materials in terms of their correctness, accuracy, reliability, or otherwise. The information and descriptions contained herein are not intended to be complete descriptions of all terms, conditions, definitions, and exclusions applicable to the products and services, but are provided solely for general informational purposes. Please refer to the policy form or relevant agreement for all terms, conditions, definitions, and exclusions.


All trademarks, service marks, trade names, and logos are proprietary to QBE. Nothing contained in the presentation materials should be construed as granting, by implication, estoppel, or otherwise, any license or right to use any trademarks displayed in the presentation materials without the written permission of QBE. Your use of the trademarks displayed in the presentation and presentation materials, or any other content, except as provided herein, is strictly prohibited.

Images displayed in the presentation and presentation materials are either the property of, or used with the permission of, QBE. The use of these images by you or anyone else authorized by you is prohibited unless specifically permitted by QBE. Any unauthorized use of images may violate copyright laws, trademark laws, privacy laws, or communications regulations and statutes.

© 2023 QBE Holdings Inc.
QBE Impairment

32

Questions & Discussion



33

