



Journey to Zero: Collaborating with Industrial Sports Medicine to Reduce DART Rates To Zero

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Thank you all for taking the time
to join us today.

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AGENDA

- The Problem
- Briotix Health's Industrial Sports
Medicine™
- Case Studies
- Results
- Questions

History

- History of Glenroy
- The problem
 - MSD history
 - The partnership



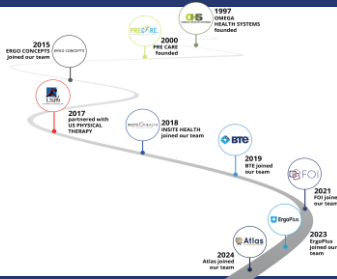
Gaining Leadership Buy-In

- Key players and stakeholders
- Insurance broker
 - Claims avoidance
- Shift leads



Briotix Heath has a long, rich history of delivering superior workplace injury prevention solutions to our clients.

We have grown organically through mergers and acquisitions to build a robust, elite product of solutions to meet our clients' musculoskeletal care needs.



Trusted By:



From Hiring to Retiring

A FULL-CIRCLE APPROACH TO EMPLOYEE CARE

From hiring to retiring, Briotix Health delivers unparalleled health and wellness solutions, enhancing performance, preventing injuries, and facilitating recovery of your employees.

The diagram illustrates a full-circle approach to employee care. A large grey arrow points from left to right, labeled 'Hiring' at the start and 'Retiring' at the end. In the center of this arrow is a blue circle with the Briotix Health logo. Surrounding this central circle are six smaller blue circles, each containing a service name: 'Ergonomics', 'Software Solutions', 'Return to Work & Injury Prevention', 'Industrial Sports Medicine™', 'Critical Incident Support', and 'Functional Performance Training'.

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Industrial Sports Medicine

On Site Role

PRO Health™
Early Discomfort Care

Preventative health screenings and early discomfort management.

PRO Fit™
Physical Conditioning

Customized active warm-ups, daily/counter balance stretching and strengthening programs.

PRO Moves™
Body Mechanics Coaching

One-on-one job coaching on the proper positioning to safely and efficiently perform job tasks.

PRO Learn™
Training and Education

Custom injury prevention and health-based education and training.

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Onsite Services

- Early Discomfort Management Services fall under OSHA First-Aid
 - Use of non-rigid support
 - Hot or cold compresses
 - Topical analgesics
 - Massage
 - Health education
- Recommending nonprescription medications at nonprescription strengths
- Review of previously given education and training
 - PRO Fit Rapid Warmups, Stretching, and Strengthening

The infographic displays two sets of exercises. The 'RAPID WARM-UPS' section includes illustrations for 'Pre-Work Warm-Up', 'Dynamic Stretching', and 'Core Strengthening'. The 'ESSENTIAL STRENGTHENING' section includes illustrations for 'Core Strengthening', 'Back Strengthening', and 'Leg Strengthening'.

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Layers of Support

At Briotix Health, we support our clients with more than just your onsite provider's professional knowledge and experience.

Each program is supported with multiple layers to deliver customized guidance and expertise to deliver industry-leading results.

1 PROVIDER
2 TEAM LEAD/SUPERVISOR
3 TEAM MANAGER
4 CLIENT MANAGEMENT TEAM
5 SUBJECT-MATTER EXPERT TEAM
6 TECHNOLOGY TEAM
7 TECHNOLOGY SYSTEMS
8 EXECUTIVE SPONSOR

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Elements of Ergonomics Programs

more than just an ergonomic assessment

- Identify Risk Factors
- Involve and Train Employees and Management
- Collect Health and Medical Evidence
- Implement your Ergonomics Program
- Evaluate your Ergonomics Program
- Promote Worker Recovery
- Maintain Management Commitment and Employee Involvement

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Evolution of the Glenroy Program


2017	2018	2019	2020	2021	2022
Early Discomfort Management	Employee Engagement	Ergonomic Assessments	Data Focused Interventions	Ergonomics & Body Mechanics Training	Employee Engagement
<ul style="list-style-type: none"> Getting shift lead buy-in Encourage early reporting Metrics and adjustments 	<ul style="list-style-type: none"> Pre-shift huddles Kaizen events 	<ul style="list-style-type: none"> Target incidents Work Instruction Job coaching 	<ul style="list-style-type: none"> Focused Industrial Sports Medicine and ergonomic controls efforts 	<ul style="list-style-type: none"> Employee & leadership participation 	<ul style="list-style-type: none"> Gemba walks

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Employee engagement

- Pre-shift huddles
- Gemba walks
- Plan, Do, Check, Act



Topics and Actions			
Topic	Egan main unit		
Topic Title	Egan main unit		
Topic Notes	Several issues related to the installation of the new Egan Unit need to be addressed. The maintenance team is aware of the issues and will address them.		
Topic Title	BC-3 devices were testing		
Topic Notes	The BC-3 devices were testing, which caused a child roll wrap-up. The testing device was addressed and is functioning as intended.		
Topic Title	Hetal foil crate stacking/storage		
Topic Notes	The parts from the Hetal foil crates are difficult to handle and store, potentially creating a safety/emergency issue.		
Action Title	Work with team to find a better handling/storage process for Hetal foil crates.		
Description			
Person Responsible		Priority	Medium
Due Date	2025-05-02		
Topic Title	The computers at the BC-2 and BC-3 work centers log out frequently and are difficult to log in.		
Topic Notes			
Action Title	Investigate issue with the BC-2 and BC-3 work center computers logging out and address issue.		
Description			
Person Responsible		Priority	Medium
Due Date	2025-05-09		


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Employee Engagement

Employee & Supervisor Training

- Engage and empower employees
- Educate on
 - Ergonomics – “ergo eyes”
 - Body mechanic concepts
 - Task specific
 - Microbreaks
 - Counterbalance stretching
- Elevate concerns found on the floor




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Employee Engagement

Employee & Supervisor Training

- **Work instruction** - Point of use best practice instructions
 1. Reinforces ergonomics and body mechanics principles
 2. Instructs on what “to avoid” and what is “ideal”
 3. Provides warm-up/counterbalance stretch specific to the task



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Ergonomics Program

- Identify Risk
- Analyze the Risk
- Control the Risk
- Verify Risk Reduction

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Ergonomics Program

Hierarchy of Controls

Control Type	Description
Elimination	Physically remove the hazard
Substitution	Replace the hazard
Engineering Controls	Isolate people from the hazard
Administrative Controls	Change the way people work
PPE	Protect the worker with Personal Protective Equipment

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Ergonomics Program

- Track Ergonomic Projects
- Document Ideas
- Identify Feasible Ideas
- Trial Solutions
- Schedule Improvements
- Verify Effectiveness
- Modify/Revise
- Widespread Implementation

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Tackling Ergonomic Risks




- Small Changes = Big Impact
- Big Changes = Take Time
- Continuous Improvement = Wins!

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Small Improvements: Castors

- Problem:** High push/pull forces when moving large rolls of product
- Solution:** Implemented castor maintenance program
 - > 32% decrease in pull force
 - > 43% decrease in push force




	Initial		Post Maintenance	
	Force	% Population Acceptable	Force	% Population Acceptable
Pull	84.5 lbs.	25%	57.3 lbs.	82%
Push	81.9 lbs.	30%	47.0 lbs.	>90%

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Small Improvements: Quality Work Method

- Problem:** Quality process required significant fine hand movements and pinching
- Solution:** Process improvement to reduce repetition and forces placed on hands



Before

- Small, thin strips
- Pinching and fine hand movements



After

- Larger strips
- Less force and pinching required

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Big Improvements: Trash Compactor

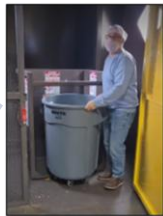
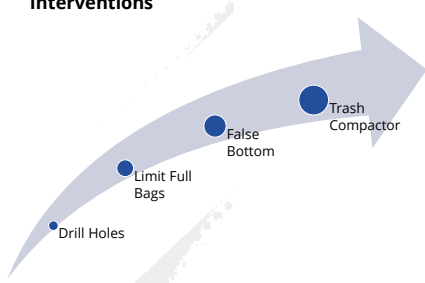


- **Problem:** Employees lift garbage bags that can exceed 50 pounds out of a 40-inch barrel and into a dumpster at the height of 40-60 inches outside of the building
- Reports from employees of discomfort
- Safety concern for slips, trips, and falls during the winter months

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Interventions



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Before

After



Rapid Entire Body Assessment (REBA)

	Before	After	% Improvement
REBA Score	10	1	
Risk Category	High	Negligible	90%

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Continuous Improvement: Drool Pan

Problem: Run off resin is collected into a pan below machine. Pry bars must be used to get blocks of resin out after they are cooled. Resin sticks to pans which makes it more strenuous to remove.



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Short Term Solutions



Implemented a Work Instruction for the process


Utilize electric pallet jack when possible

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Long Term Solutions: Tool Fabrication

Previous Design



- Previous tool had a small handle that only allowed one hand use

New Design



- Larger – T-Handled added to tool using design standards to allow two handed use

Tool Design Guidelines

Design	Design Measurement Goal	Previous Tool	New Tool
Handle Length (Bare Hands)	5"	3.5" <i>Outside of design goal</i>	4 5/8" <i>Near design goal</i>
Handle Shape (diameter)	1.5" diameter	3/8" <i>Outside of design goal</i>	1 3/8" <i>Near design goal</i>
Handle Surface	Smooth	Smooth <i>Meets goal</i>	Smooth <i>Meets goal</i>
Details		Only room for 1 hand	Room for 2 hands

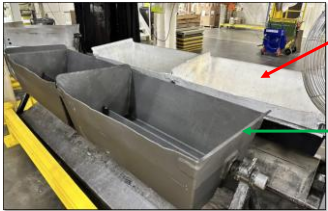
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Long Term Solutions: Pan Coating

Trialing Solutions on the drip pans:

- Employee idea – parchment paper



Pre: Poly Drip pan


Post: Poly Drip pan with new coating

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Reduction of Risk Following Continuous Improvement



Initial: Pulling drip pan on floor with hook
• REBA score: 8

Post: Pulling drip pan on floor with modified T-handle hook
• REBA score: 3

Post: Using electric pallet jack to pull drip pan when possible
• REBA score: 1

REBA Score	Risk
1.00	Negligible Risk
2 or 3	Low risk indicating that change may be needed
4 to 7	Medium Risk, further investigation may be needed, or change the task soon
8 to 10	High risk, investigate and implement change
11 +	Very high risk, implement change

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Planning Ahead – Capital Expenditures



- Crane in Pouching
 - Plan ahead - Capital expenditure
 - Difficult to get buy initially
- Planning ahead now to implement on 2 new machines
 - Getting cranes

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Other Benefits

- Decreased healthcare premiums
 - 2022-2023: 12-15% reduction
 - 2024: held flat
 - 2025: change in plan design but remained flat
- Health and wellness



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Measuring Results

That's why we've built easily accessible metrics that allow you to track your program's results and make data-driven decisions.

Accessed through your Briotix.Works Portal, typical metrics can include:

- Medical/Service Encounters
- First Aid
- Lost Time Incidents
- Clinic Employee Turnover Rate
- Medical Surveillance Compliance
- Quality of Care Metrics
- Return to Work Success Rate
- Occupational Health Program Costs
- Safety Incidents



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Measuring Results

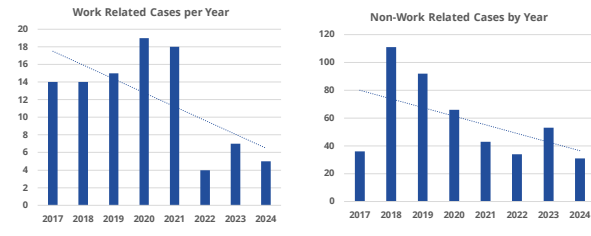
- 2017: 489 Individual Assessments / 14 WR / 36 NWR
- 2018: 477 Individual Assessments / 14 WR / 111 NWR
- 2019: 581 Individual Assessments / 15 WR / 92 NWR
- 2020: 573 Individual Assessments / 19 WR / 66 NWR
- 2021: 685 Individual Assessments / 18 WR / 43 NWR
- 2022: 748 Individual Assessments / 4 WR / 34 NWR
- 2023: 757 Individual Assessments / 7 WR / 53 NWR
- 2024: 956 Individual Assessments / 5 WR / 31 NWR



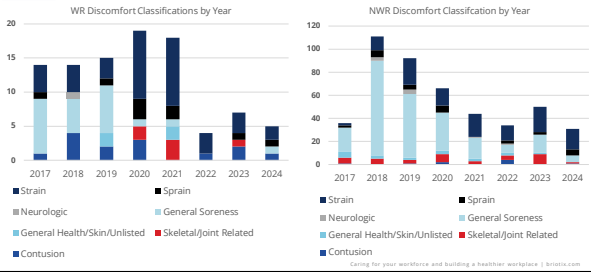
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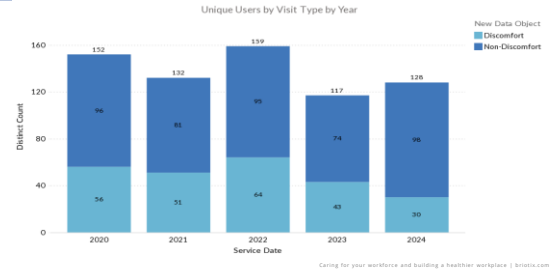
Measuring Results – WR and NWR Cases by Year



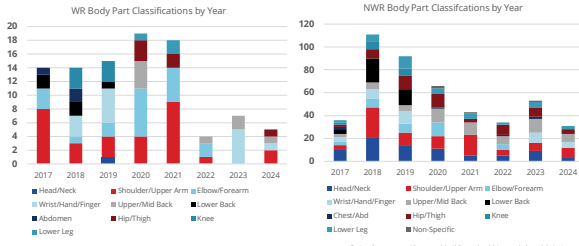
Measuring Results - WR and NWR Discomfort Classifications by Year



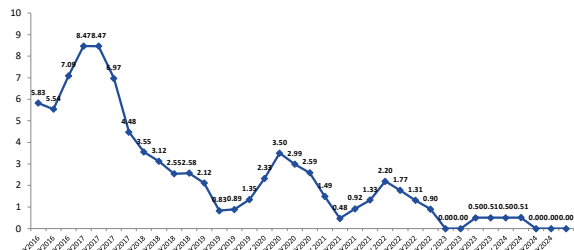
Measuring Results – Unique Users by Visit Type and Year



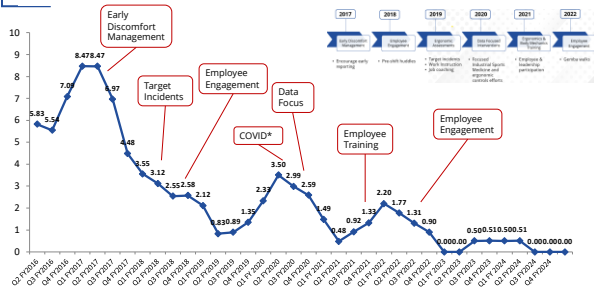
Measuring Results - WR and NWR Body Part Classifications

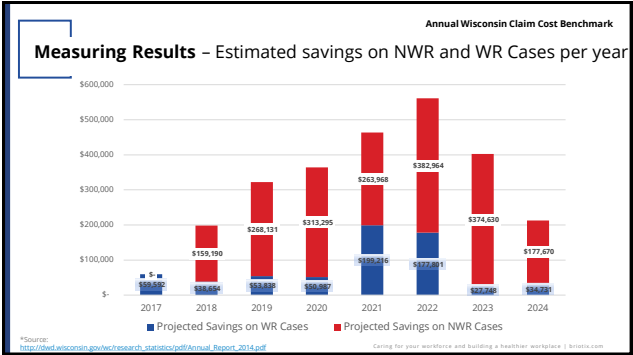


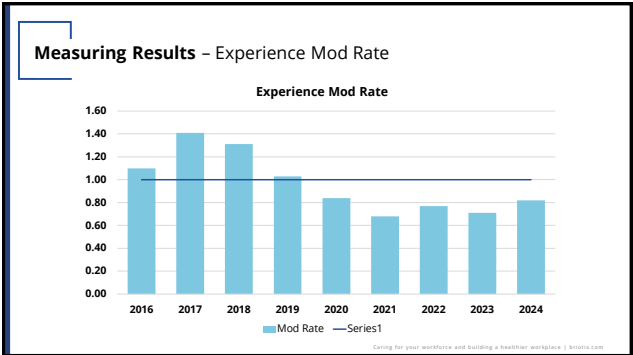
Measuring Results -Days Away Restricted Transfer Rate (DART)



Measuring Results -Days Away Restricted Transfer Rate (DART)







Where to Start?

- Look at Lagging Indicators: Benchmark Severity of the Problem ("How bad is it?")**
 - Internal Benchmarking: Where do you sit compared to other sites/locations/departments in your organization?
 - External Benchmarking: Where do you sit compared to other organizations?
- Prioritize resources ("Where should we spend our time?")**
 - Location
 - Department
 - Job Title
 - Task ("Job")
 - Subtask ("Task")
- Inform a root cause analysis ("What is the nature of the problem?")**
 - Sprain/Strain vs. non-Sprain/Strain
 - Ergonomics?
 - Controlled vs. non-controlled environments

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Questions
